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Government Rulings on Dismissal Compensation

WITH THE END of the war in Europe a reality, the cancellation of many war contracts is expected. While reconversion is still in the blueprint stage, it is probable that the switch from the manufacture of war materials to civilian goods will be accompanied by some unemployment. There are conflicting opinions as to the gravity of this problem. Some believe that the shift will be accomplished without extensive unemployment, while others predict that millions of war workers will be laid off for prolonged periods before they are assimilated into peacetime industries.

URGENCY OF PROBLEM

The possibility that laid-off workers will have difficulty in obtaining other employment has stimulated some employers to explore the feasibility of providing dismissal compensation to displaced workers. In considering a severance-pay plan, however, the employer in a war industry is faced with a difficult situation. If it were possible to accumulate a reserve fund over a period of years, the employer would be in a position to pay out the dismissal pay without endangering the financial structure of the company. If, however, these payments must be made out of current income as dismissals occur, it can readily be foreseen that a war contract cancellation necessitating the discharge of thousands of workers overnight would create an almost impossible situation for an employer confronted with the problem of financing dismissal-compensation payments for so many workers out of current income.

The United States Treasury Department has consistently refused to allow deductions from taxable income of contributions to such a reserve fund. As late as April 23,

1945, the Bureau of Internal Revenue wrote as follows:

"Reference is made to your letter stating that the company is giving consideration to the matter of severance pay for its employees in the event of layoffs due to termination of war contracts, and requesting to be advised whether funds allocated to a reserve to be used for this purpose will be deductible for federal income-tax purposes in fiscal years in which such payments are not actually made.

"There are no provisions in the Internal Revenue Code or the regulations promulgated thereunder which permits the setting up and deduction, for federal income-tax purposes, of a reserve for the purpose of covering a contingency such as severance pay for employees in the event of a layoff.

"Dismissal payments may, however, be deducted from taxable income under federal income-tax regulations in the year in which they are made, provided these amounts are reasonable."

UNDER COST-PLUS CONTRACTS

Employers have also inquired whether dismissal payments are an allowable item under cost-plus contracts. In a letter dated April 23, 1945, the Comptroller General of the United States informed THE CONFERENCE BOARD that according to an office decision of July 6, 1944, payment of discontinuance wages would be authorized under a contract only where it was shown that such payments were consistent with the general employee-relations policies of the contractor.

In the case cited, dismissal-compensation payments were first disallowed. The company then resubmitted the vouchers, but deleted dismissal payments to wage-roll employees, and included an item of discontinuance wages to salary-roll em-

ployees only. The contractor was able to prove that dismissal compensation for salary-roll employees was consistent with its general employee-relations policy, and in view of the additional facts submitted by the contractor, the Comptroller General authorized the payment of dismissal compensation.

WAR LABOR BOARD RULINGS

At one time, the approval of a dismissal-compensation plan by the War Labor Board depended on whether it complied with industry or area practice. On November 8, 1944, the National War Labor Board ruled that any reasonable plan might be approved by regional boards or industry commissions without regard for industry or area practice. This, the board ruled, was no precedent for determining the issue in dispute cases.

Within the past several months, several regional boards have directed the payment of dismissal compensation if no advance notice is given. On April 24, 1945, the Second Regional War Labor Board directed the American Cystoscope Makers, Inc., New York City, to give employees seven days' notice or equivalent compensation. The order provides, however, that this provision will not apply if the company is prevented from giving such notice by an unforeseeable emergency or by termination or modification of government contracts without prior notice to the company.

This ruling followed a precedent established by the tenth regional labor board which ordered four California companies to give advance notice of layoff or severance pay. In the cases of the United States Rubber Company and Goodyear Synthetic Rubber Corporation, the regional board ordered the companies to give two weeks' notice of layoff or two

weeks' pay in lieu thereof. In the case of the Southern California Edison Company, a notice of one week was required for employees with one year's service, and two weeks' notice for those with two or more years' service, or the equivalent pay if no notice were given. A similar ruling was made in the case of Montgomery Ward & Company, Merced, California.

The tenth regional board took the attitude that the War Labor Board experience on severance pay had not been clearly enough established to permit ordering straight severance pay, but the panel

report on the Southern California Edison case stated that "if there is not already a policy of layoff or termination notice, it should be established."

The New York regional board also ordered the Moeller Instrument Company to pay employees two weeks' extra pay if laid off because of cancellation of government contract, provided the employer received reimbursement from the government and the employee had been employed at least one year.

F. BEATRICE BROWER
Management Research Division

Guaranteed Employment and Annual Wage

ACCORDING to the United States Bureau of Labor Statistics,¹ guarantee provisions in current union agreements are of two types:

1. **Employment-guarantee plans** which specify that eligible employees shall be guaranteed a definite number of weeks or hours of work throughout the year; and
2. **Annual-wage plans** which guarantee eligible workers a weekly income throughout the year regardless of fluctuations in employment.

The distinction between guaranteed-employment and annual-wage plans is one of emphasis only, the Bureau points out; for, if the employer cannot furnish sufficient work to fulfil the contract, wages must be paid for the remainder of the time guaranteed. The plans differ most significantly in the extent to which they provide guarantees of full-time employment, whether expressed as wages or work, and in the proportion of the working staff covered by the guarantees.

FEW WORKERS AFFECTED

Only 42,500 workers out of 8 million covered by the union agreements analyzed are protected by guaranteed-employment or annual-wage plans. Thirty thousand of the 42,500 workers are employed in consumers' goods, service and distributive industries, in which agreements have been negotiated with relatively small companies. While several of the best-known examples of annual-wage or employment-guarantee plans are in large manufacturing companies, the number of employees in manufacturing covered by agreements with guaranteed-employment and annual-wage plans is very small.

Out of a total of about 6,500 agreements

¹"Guaranteed-Employment and Annual-Wage Provisions in Union Agreements," mimeographed, March, 1945.

analyzed in manufacturing industries, 132 provide some form of guaranteed-employment or annual-wage plan. They cover approximately 12,500 workers in 142 manufacturing establishments. Eighty-eight of these concerns, with 5,850 workers, guarantee a full year's employment. The remaining 54 companies, with 6,500 workers, provide guarantees for less than one year.

Unqualified year-round guarantees to all or most workers in the plant, provided in only a few agreements, cover some of the largest companies providing guaranteed employment. Six of the 142 companies cover 5,350 workers, and provide annual guarantees for all or most of the employees. These companies are in the meat-packing, dairy, shoe and leather-products industries.

Limited groups of employees are covered by wage guarantees in the textile printing, finishing and dyeing industry and in ladies' apparel, grain milling and ice.

F. BEATRICE BROWER
Management Research Division

\$1,500 Suggestion Award

Since the announcement last October by the Goodyear Tire and Rubber Company that the \$1,000 maximum payable for a suggestion from an employee was being increased to \$1,500, there has been keen competition among suggesters to be the first winner of the top award.

The first \$1,500 award has just been announced by the company. It is to be paid to a worker in the asbestos-packing division who developed a method of reclaiming pellets which had previously been scrapped.

Wage and Salary Stabilization

GOING rates for occupations in the baking industry in six cities in Connecticut and Massachusetts were announced on April 3 by the Boston regional war labor board. The rates and definitions on three selected jobs in bread bakeries in the Boston area follow:

Benchman, 87.5¢ an hour (hand baker, benchhand, hand dough molder)

Kneads or pounds dough by hand to eliminate gases formed by yeast, divides kneaded dough, by hand, into individual pieces of required weight; rounds rolls, and molds these pieces into shapes, by hand; places formed dough in pans for baking. Rye, vienna and other special breads, as well as rolls and pasteries, are usually made by the hand method.

Oven helper, 75¢ an hour

Assists the ovenman in placing the product in the oven and in removing the product after the baking has been completed. Also dumps the baked product from the pans and positions the pans for return to the cleaning room. After dumping, places the baked goods on racks or a slow-moving conveyor for cooling. Pushes the racks to the wrapping room after baked products have cooled. The dumpers and feeders on traveling-ovens are classified as ovenman's helpers.

Bread packer, 72.5¢ an hour

Makes up orders of bakery products for driver-salesmen or shipment from bakery. Places proper number of loaves of bread or other bakery products in delivery baskets or other containers. Stacks filled baskets on floor ready for loading on trucks. May also keep a record of the products packed.

Akron Rubber Industry

The Cleveland regional war labor board on April 12, announced the establishment of sound and tested going rates for thirty-two, straight-time job classifications in the rubber industry in the Akron area. The new rates do not affect incentive workers who comprise the bulk of workers in the industry. The rates on seven jobs are given in Table 1.

SEMIAUTOMATIC PROGRESSION

The Kansas City regional war labor board has directed the adoption of an unusual in-range wage-progression system for United Electrical, Radio and Machine Workers at Central Mines Equipment

Table 1: Selected Rates Approved for Akron Rubber Industry

	Approved Single Rate	Approved Rate Range
Inspector, A.....	\$1.25	\$1.15-\$1.35
Calendar machine operator	1.15	1.05- 1.25
Banbury mixer.....	1.10	1.00- 1.20
Millman (mixing and warmup).....	1.00	.90- 1.10
Hand dipper, A.....	.90	.85- .95
Tube machine operator, B	.80	.75- .85
Inspector, C.....	.70	.65- .75

Company in St. Louis. Twenty-one job classifications are involved. With rate ranges established on all of them, the board directs that employees in the lowest seven classifications shall progress automatically from minimum to mid-point in

Table 2: Selected Rate Ranges at Central Mines Equipment Company, St. Louis

Job Classification	Rate Range
Lathe operator.....	\$.95-\$1.15
Heat treater.....	.90- 1.10
Welder—arc, acetylene.....	.85- 1.00
Drill press.....	.75- .95
Painter.....	.75- .90
Shipping clerk.....	.70- .80
Porter.....	.55- .65

a four-month period, the middle seven in six months, and the top seven in eight months. All increases from mid-point to maximum of the range are to be based on merit, within the limits of General Order No. 81. Seven selected rate ranges taken from the three groups of job classifications are presented in Table 2.

AUTOMATIC PROGRESSION

The National War Labor Board took the position in the W. L. Maxon Corporation case that automatic length-of-service progression plans would not be approved except in "most exceptional circumstances in some particular case." Prior to this decision, the New York board had frequently ordered automatic or semiautomatic progression plans but then modified its progression directives to conform to the policy of the national board. The Rane formula provided step-rate progression according to definite performance standards jointly determined by the parties.

The first departure by the New York board from its recent wage-progression policy is that involved in the case of the Century Projector Corporation and the

United Electrical, Radio and Machine Workers, (CIO). On April 7, the board ordered the adoption of automatic in-range progression from minimum to maximum on twenty-five job classifications in this company, the progressions to be in steps of 2½ cents per hour every three months. Approved ranges on six selected jobs are given in Table 3.

Table 3: Approved Ranges at Century Projector Corporation, New York

Job Classification	Approved Range
Tool, die and gauge maker, A....	\$1.23-\$1.58
Tool grinder, AA.....	1.14- 1.32
Tool, die and gauge maker, B....	1.04- 1.22
Punch press setup, A.....	.96- 1.12
Radial drill press, A.....	.87- 1.03
Internal and external grinder, B....	.85- 1.00

The board's majority opinion in this case follows:

"The UE [United Electrical Radio and Machine Workers of America (CIO)] demands an automatic progression plan with the rate ranges. The panel makes no recommendation on this question. The labor member believes that the union's demand should be granted because otherwise the employer will use merit increases as a means to fight the union. The industry member is opposed to any automatic progression plan unless the union will undertake to guarantee the ability of the workers who receive automatic increases. The public member finds that Board policy in this respect is so unsettled that it would serve no purpose for him to make a recommendation. He wishes to point out, however, that, if in any case there is justification for automatic progressions within ranges, this would be the case because of the employer's absolute refusal to bargain with the duly selected representative of his employees and the dangers of the life of the UE by discriminatory use of merit increases by the employer."

CALL-IN PAY

The situation in which a wage earner reports for work and finds none available is generally considered as one requiring a special allowance known as call-in pay. It is intended as compensation in part for the inconvenience and loss of a day's pay that is usually involved. In a survey of personnel practices conducted in 1943 by THE CONFERENCE BOARD, 198 companies reported on their call-in pay policies.¹ One hundred and thirty-three of these companies, or 67.1%, reported that it was their practice to make such payments, the amount of the allowance varying from one hour's pay to a full day's pay. The most popular amount was four hours' pay, re-

¹For further details see *Studies in Personnel Policy*, No. 59, "Personnel Practices in Factory and Office, II," Table 10, page 10.

ported by 44.3% of the companies; the next most popular amount was two hours' pay, reported by 29.7% of the companies. A change in amount of call-in pay is a matter involving wage-stabilization policy and should be submitted to a regional war labor board for approval.

An interesting aspect of call-in pay policy arose recently in connection with a decision of the fourth regional board in the case of the Sloss-Sheffield Steel and Iron Company, Birmingham, Alabama. The company and the AFL teamsters' union, had a contract clause calling for the equivalent of two hours' straight-time pay as a call-in allowance. The union requested that a fifty per cent premium be added to this allowance whenever it is applied in a case in which a worker has already completed forty hours of work in the work week. In other words, the union requested time and one-half call-in pay on the basis that the worker would have received that rate for work performed beyond the forty-hour work week. Although it was pointed out that no other company in the area paid any call-in allowance of any amount, the regional board panel directed that the union's request should be granted and the board majority agreed. The reason for the board's decision was stated as follows:

"If, under ordinary circumstances, two hours' pay is the measure of the inconvenience to the employee of being called to work and no work is available, then it would seem that time and one-half pay for two hours' reporting time is a fair measure of compensation for such inconvenience after he has completed his straight-time weekly hours."

E. S. HORNING

Management Research Division

A Pretty Girl to Write To

Jewel Tea Company employs a full-time clerk who devotes all her time and effort to keeping in touch with employees in the Armed Services. She maintains records of all on military leave and keeps the addresses up to date. She edits *Notes to You* which is sent only to those in the Armed Forces. She answers all the servicemen's letters. Company officials see the letters which servicemen write, but they thought employees "would like to have a real American girl to write to—and pretty too."

When employees go overseas the company sends them copies of the overseas edition of the magazine *Time*. Upon request it will send copies of *Notes to You* and the employee magazine to the mother, wife or friend of the serviceman.

Trends in Collective Bargaining

Arbitration Provided

An arbitrator must be designated for the purpose of settling differences of opinion that arise over performance or the interpretation of clauses, according to a collective-bargaining agreement with an AFL building service union. Should the parties fail to agree upon an arbitrator, the New York State Board of Mediation, through its chairman, shall name one after meeting with representatives of the employer and the union.

The arbitrator shall hold a hearing after either the union or the employer's representatives have requested that an unsettled dispute be arbitrated. In case of "wilful default" in appearing by either party, the arbitrator is authorized to "render his decision and award upon the testimony of the party appearing." Salary and expenses of the arbitrator are to be equally shared by the two parties.

Superseniority of Veterans

Although organized labor has expressed vigorous opposition to General Hershey's Order 190-A, a superseniority clause for veterans in an agreement between the General Motors truck and coach division and the UAW (CIO), covering plant guards, has been upheld by RWLB 11 and affirmed by the NWLB with labor dissenting. The clause, which is much like the one in the 1943-44 agreement, reads:

"Employees will be placed on the seniority list after six months' employment in the plant protection department, their seniority being based on the date of original hire or transfer to that department. Employees hired after March 3, 1943, may be replaced by former employees of the company who have served in the Armed Forces of the company during the present war, while on military leave of absence, and who have received honorable discharge."

The board declares that the clause "gives no vested rights to anyone. It purports to do no more than give the company a discretionary right to displace certain persons in the event it elects to employ veterans in the Plant Protection Department."

Postwar Labor Problems

According to a report issued by the War Production Board, "some 300 representatives of labor in all fields of American industry" are being called to Washington

for a series of meetings to be held under the provisions of "WPB directive 40," issued on March 5, 1945. This provision "provides procedures for clearance and consultation on cutbacks."

Issues on the agenda involve seniority problems, returning war veterans, availability of toolmakers and millwrights for restoring machine tools to location, women war workers, rehabilitation of plants and its effect upon unions.

UAW's No-strike Vote

Results of the UAW (CIO) referendum on the no-strike pledge as indicated in the *United Automobile Worker* show a majority of the members in every region supporting retention of the pledge. Propledge sentiment among UAW members now in service is overwhelming, with 93%

Vote on UAW's No-strike Pledge, by Regions

Region	"Yes" Votes %	"No" Votes %
1.....	54	46
1-A.....	54.5	45.5
1-B.....	63.9	36.1
1-C.....	56.6	43.4
1-D.....	74.3	25.6
2.....	74.2	25.8
2-A.....	74.6	25.4
2-B.....	71.8	28.2
3.....	73.6	21.4
4.....	71.4	28.6
5.....	72.3	27.7
6.....	87.4	12.6
7.....	54.2	45.8
8.....	83.8	16.2
9.....	71	29.3
9-A.....	72.6	27.4

of the ballots returned by servicemen favoring the pledge.

The reported breakdown by regions of the vote on the UAW (CIO) no-strike pledge is given in the accompanying table.

Craft and Industrial Unions

Reversing a prior decision covering workers in the same plant, the National Labor Relations Board has decided that craft unions can "carve units" from a previously-established industrial unit at the Phelps-Dodge Corporation in Morenci, Arizona.

A group of AFL unions had originally formed a council and had been certified as an industrial unit, which was later replaced by a CIO industrial unit. Subse-

quently, the AFL unions in the council persuaded the National Labor Relations Board to give craft representation to any groups in the plant voting in favor of it.

The NLRB states that it bases its new decision on the ground that the craft unions have not forfeited the right to represent employees within their respective jurisdictions. The board's former decision "was made before the new policy on craft units had been completely worked out."

Joint Time Studies

A tentative proposal enabling workers and their representatives to participate in the method of establishing piecework rates was agreed to this month by representatives of the UE (CIO) and Hammarlund Manufacturing Company, of New York City. According to the union, this proposal deals a heavy blow at the fear of time study still prevalent among shop people.

A provision in the contract authorizes the union steward to inspect the layout, machinery and tools of an operation while the time study is being taken. The steward signifies his approval of the job conditions by initialing the time-study sheet.

In a prepared statement the union declares that the contract does not tell management "how to manage."

Union officials have started time-study classes for all shop stewards since the signing of the agreement, explaining in a prospectus that the time has come for stewards to master the techniques of factory operation in order to minister successfully to the needs of the workers.

The union states that industrial engineers and technicians furnished by the Federation of Architects, Engineers, Chemists and Technicians (CIO) collaborated with stewards and workers of the UE local in drawing up the terms of the contract and in presenting them at arbitration hearings.

A union summary of the leading terms of the proposal follows:

1. The worker must be advised by the time-study observer of the fact that he is being studied.

2. Carbon copies of all time studies must be furnished to the union by management.

3. No "synthetic" rates—those set from accumulated time study or production data—may be established by

(Continued on page 129)

Chronology of Labor Relations

April

- 1 Jobs for Veterans**
Veterans will be given preference rating of ten points when applying for work with the Air Technical Service Command, according to Colonel Ralph Nemo, Chief of Personnel of the Air Technical Service Command, who announces that there are 6,000 types of jobs in 137 installations in the ATSC.
- 3 Rejects Manpower Draft**
The Senate rejects compromise manpower bill by vote of 46-29, and defeats fourth attempt to enact manpower draft.
- 4 General Motors Opposed to Foremen's Unions**
C. E. Wilson, President of General Motors Corporation, states that "unionization of foremen as a bargaining group will make it necessary to revise the management structure of automobile companies and will be fought by every legal means."
- 5 New Jersey Passes Anti-bias Bill**
New Jersey Assembly passes fair employment practices act sponsored by James O. Hill, only Negro member of State Legislature. Its passage is assured by State Senate.
- 7 Union Expels Six Members for Slowing Down**
Union trial committee expels from its ranks six members found guilty of slowing down production of 40-mm. shells in a war plant on Long Island which has a closed-shop contract with UE (CIO).
- 9 Supreme Court Rules on Back Pay**
An employee may collect back pay due him even though he has made a separate settlement with his employer for less, according to a ruling by the United States Supreme Court.
Votes to Ban Closed Shop
By vote of 68 to 63 the Texas House passes a bill outlawing the closed shop.
- 10 Connecticut Passes Baby Wagner Act**
The Connecticut Senate passes state labor-relations bill which guarantees collective bargaining for workers in intrastate commerce not covered by National Labor Relations Act.
Coal Agreement Reached
Miners will earn \$1.07 more a day under new agreement negotiated by United Mine Workers and soft-coal operators. Terms were agreed upon as Secretary Ickes seized 235 strike-crippled mines.
- 11 Predicts Large Female Labor Force**
The United States Bureau of the Census estimates approximately 18 million women in the labor force five years hence, or almost as many as the 1944 average of 17,800,000.
- 12 Death of President**
President Franklin Delano Roosevelt passed away at 4:35 p. m. in Warm Springs, Georgia. At 7:09 p. m. Harry S. Truman was sworn in as the Thirty-second President of the United States by Chief Justice Harlan F. Stone.
Bethlehem Steel Renews Contract
Bethlehem Steel Company and United Steelworkers of America (CIO) renew collective-bargaining contract. The new agreement has a no-strike, no-stoppage clause and covers 70,000 workers at seventeen steel and fabricating plants. It runs to October 15, 1946.
WLB Turns Down Pay Boost
Claiming that workers at General Electric Company and Westinghouse Electric and Manufacturing Company had received the 15% increase under the Little Steel formula, War Labor Board turns down CIO union demands for a general wage increase.
- 13 10,000 Neuropsychiatric Cases Monthly**
Over 10,000 veterans a month are coming home with neuropsychiatric disorders, according to a recent survey by Dr. Lawrence S. Kubie, of the National Committee for Mental Hygiene, who states that the nation will need 20,000 psychiatrists when the war is over instead of the 3,000 now available.
- 17 West Coast Shipyard Employment Declining**
The Maritime Commission states that employment in West coast shipyards is down to 200,000, from a peak of 300,000, and predicts that employment will drop to 125,000 by July.
- 19 Cutback at Buick to Affect 4,000**
Owing to Army Air Forces' cutback, Buick Aviation Engine Plant in Chicago plans to dismiss 4,000 employees.
Many Women Plan Return to Domestic Work
A nation-wide survey of 24,000 former domestics in fifty-three war plants reveals that 81% of the women who left household employment for war work want to return to domestic service after World War II, according to Harrison Young, of the Inselbraic Foundation, "an educational bureau for homeowner problems."
- Approve Pay Cut to Avert Shutdown*
National War Labor Board approves pay cut asked by 200 employees and agreed upon by union and management to avert a shutdown threatened by reconversion at Wood Brothers Thresher Company, Des Moines, Iowa.
- 20 Maintenance Workers Get Wage Increase**
About 30,000 skilled maintenance employees in five Detroit automotive companies are granted a five-cent an hour increase by National War Labor Board in order to restore their rate relationship with tool and die workers.
Phone Wage Dispute Settled
A wage agreement is reached by representatives of the American Telephone and Telegraph Company, the New York Telephone Company, the Federation of Long Lines Telephone Workers and the Traffic Employees Association, under the auspices of the National War Labor Board.
- 23 WLB Accepts Soft-coal Pact**
By unanimous vote, National War Labor Board approves the wage agreement reached by bituminous operators and United Mine Workers on April 10. The agreement covers 400,000 soft-coal miners and 23,000 allied workers.
Union Solicitation on Company Property Upheld
The United States Supreme Court sustains NLRB decisions upholding employees' rights to distribute union literature on company property.
- 25 Jurisdictional Dispute Brings Sanctions**
A jurisdictional dispute between two AFL unions results in order from President Truman instructing the Navy to seize the plant and facilities of the United Engineering Company Ltd. in San Francisco, California.
- 26 WLB on "Fringe" Pay**
William H. Davis, Director of Economic Stabilization, gives War Labor Board authority to make adjustments "if the board finds that the amount of the adjustment follows an already established 'clear and well-defined practice' in the industry or the area."
- 30 Endorses Maternity-leave Clauses**
The Women's Bureau of the Department of Labor recommends maternity clauses in collective-bargaining agreements, after a survey which indicates that "only five out of twelve mid-western war plants" had maternity-leave provisions.

SIGNIFICANT LABOR STATISTICS

Source: THE CONFERENCE BOARD, Unless Otherwise Indicated

Item	Unit	1945				1944		Year Previous	Percentage Change	
		April	Mar.	Feb.	Jan.	Dec.	Nov.		Latest Month over Previous Month	Latest Month over Year Previous
Clerical salary rates										
Billing machine operator.....	mode in dollars	.....	.....	.....	.....	.....	25.00a	.....	.....	.....
Calculating machine or compt' ter operator	mode in dollars	.....	.....	.....	.....	.....	28.00a	.....	.....	.....
Office boy or girl.....	mode in dollars	.....	.....	.....	.....	.....	20.00a	.....	.....	.....
Stenographer.....	mode in dollars	.....	.....	.....	.....	.....	30.00a	.....	.....	.....
Telephone switchboard operator.....	mode in dollars	.....	.....	.....	.....	.....	30.00a	.....	.....	.....
Senior copy typist.....	mode in dollars	.....	.....	.....	.....	.....	28.00a	.....	.....	.....
Cost of living										
Food.....	1923=100	111.6	110.8	111.2	112.1	112.3	111.1	110.1	+0.7	+1.4
Housing.....	1923=100	91.0	91.0	91.0	91.0	91.0	91.0	90.8	0	+0.2
Clothing.....	1923=100	94.8	94.5	94.3	94.2	94.0	93.9	91.9	+0.3	+3.2
Men's.....	1923=100	104.0	103.8	103.6	103.4	103.0	102.9	101.6	+0.2	+2.4
Women's.....	1923=100	85.5	85.2	84.9	84.9	84.9	84.8	82.2	+0.4	+4.0
Fuel and light.....	1923=100	96.0	96.1	96.1	95.8	95.8	95.8	95.9	-0.1	+0.1
Electricity.....	1923=100	66.9	66.9	66.9	66.9	66.9	66.9	67.0	0	-0.1
Gas.....	1923=100	94.5	94.5	94.5	94.5	94.5	94.5	94.6	0	-0.1
Sundries.....	1923=100	115.3	115.2	115.1	114.9	114.8	114.6	113.1	+0.1	+1.9
All items.....	1923=100	105.8	105.4	105.5	105.7	105.7	105.3	104.2	+0.4	+1.5
Purchasing value of dollar.....	1923 dollars	.945	.949	.948	.946	.946	.950	.960	-0.4	-1.6
All items (BLS).....	1935-39=100	.....	126.8	126.9r	127.1	127.0	126.6	123.8	-0.1	+2.4
Employment and unemployment										
Employment over economic labor force.....	thousands	.....	p 6,093	p 5,473	5,304	r 6,359	r 7,518	5,274	11.3	15.5
Total employment.....	thousands	.....	p 62,263	p 61,616	61,425	r 62,453	r 63,577	61,105	1.1	+1.9
Agriculture, forestry, fishing.....	thousands	.....	p 8,856	p 8,389	8,182	r 8,830	r 10,184	8,987	5.6	-1.5
Total industry.....	thousands	.....	p 20,739	p 20,774	20,780	r 20,987	r 21,020	21,443	-0.2	-3.3
Manufacturing.....	thousands	.....	p 14,684	p 14,828	14,876	r 14,954	r 14,926	15,832	-1.0	7.3
Trade, service, miscellaneous.....	thousands	.....	p 32,668	p 32,452	32,463	r 32,636	r 32,373	30,675	0.7	6.5
Strikes (BLS)										
Beginning in period.....	number	.....	p 400	310	240	280	375	r 386	+29.0	+3.6
Workers involved.....	thousands	.....	p 210	109	44	85	200	r 135	+92.7	+55.6
Total man days idle.....	thousands	.....	p 860	412	228	380	710	r 441	+108.7	+95.0
Turnover rates in manufactur'g (BLS)										
Separations.....	per 100 employees	.....	p 6.8	6.0	6.2	r 5.7	6.0	7.4	+13.3	-8.1
Quits.....	per 100 employees	.....	p 5.0	4.3	4.6	r 4.3	4.6	5.0	+16.3	0
Miscellaneous.....	per 100 employees	.....	p .4	.3	.3	.3	.3	.8	+33.3	-50.0
Discharges.....	per 100 employees	.....	p .7	.7	.7	.6	.6	.7	0	0
Layoffs.....	per 100 employees	.....	p .7	.7	.6	.5	.5	.9	0	-22.2
Accessions.....	per 100 employees	.....	p 4.8	5.0r	7.0	4.9	6.1	5.8	-4.0	-17.2
Wage earners										
All manufacturing industries (BLS)										
Earnings, hourly.....	average in dollars	.....	.....	1.043r	1.046	1.040	1.035	1.003	-0.3	+3.9
weekly.....	average in dollars	.....	.....	47.43	47.52	r 47.44	r 46.85	45.47	-0.2	+4.4
Hours per production worker.....	average per week	.....	.....	45.5	45.4	45.6	45.3	45.3	+0.1	+0.5
Twenty-five manufacturing industries										
Earnings, hourly.....	average in dollars	.....	1.101r	1.095	1.095	1.086	1.079	1.053	+0.5	+4.6
weekly.....	average in dollars	.....	50.99	r 50.58	50.80	49.91	49.42	48.41	+0.8	+5.3
Hours per production worker.....	average per week	.....	46.2	46.0	46.2	45.8	45.6	45.8	+0.4	+0.9
Employment.....	1923=100	.....	136.3	r 137.4	137.5	138.0	137.8	151.0	-0.8	-9.7
Total man hours.....	1923=100	.....	128.0	r 128.5	129.1	128.5	127.7	140.6	-0.4	-9.0
Payrolls.....	1923=100	.....	261.2	r 261.2	262.5	258.9	255.9	274.7	0	-4.9
Wage-rate increases.....	average per cent	.....	3.8	5.9	5.3	5.8	6.8	6.9	.....	.....
Production workers affected.....	per cent	.....	0.4	0.6	0.2	0.1	0.4	0.4	.....	.....
Manufacture and distribution of gas										
Earnings, hourly.....	average in dollars	.....	.....	.....	1.042	.....	.....	.985	.....	+5.8
weekly.....	average in dollars	.....	.....	.....	49.92	.....	.....	44.48	.....	+12.2
Hours per wage earner.....	average per week	.....	.....	.....	47.5	.....	.....	44.6	.....	+6.5
Generation and distribution of electricity										
Earnings, hourly.....	average in dollars	.....	.....	.....	1.146	.....	.....	1.104	.....	+3.8
weekly.....	average in dollars	.....	.....	.....	52.05	.....	.....	48.95	.....	+6.3
Hours per wage earner.....	average per week	.....	.....	.....	45.1	.....	.....	44.0	.....	+2.5
Class I railroads¹										
Earnings, hourly.....	average in dollars	.....	.....	.....	.990	.993	.985	.967	-0.3	+2.4
weekly.....	average in dollars	.....	.....	.....	53.10	51.73	52.00	50.95	+2.6	+4.2
"Real" weekly earnings.....	1923=100	.....	.....	.....	169.3	165.0	166.5	165.4	+2.6	+2.4
Hours per wage earner.....	average per week	.....	.....	.....	53.7	52.1	52.8	52.7	+3.1	+1.9
Agricultural wage rates per month² (BAE)										
With board.....	average in dollars	e 82.98	.....	.....	80.25	.....	.....	72.33	.....	+14.7
Without board.....	average in dollars	78.60	.....	.....	74.60	.....	.....	68.95	.....	+14.0
New York City metro. area, eighteen manufacturing industries	average in dollars	92.70	.....	.....	88.90	.....	.....	81.15	.....	+14.2
Earnings, hourly.....	average in dollars	.....	1.121	1.116	1.109	1.095	1.090	1.060	+0.4	+5.8
weekly.....	average in dollars	.....	51.79	51.00	50.90	50.48	49.81	49.29	+1.5	+5.1
Hours per production worker.....	average per week	.....	46.2	45.7	45.9	46.1	45.7	46.5	+1.1	-0.6

¹Derived from Interstate Commerce Commission reports

¹Derived from Interstate Commerce Commission reports.

²As of first day of month.

Oct. 1944
Revised.

Estimated
Preliminary

(Continued from page 126)

management without specific written agreement with the union.

4. Union steward is authorized to inspect the conditions of an operation under time study, signing his approval on the observation sheet.

5. Time-study observer must use the "continuous" method of recording the study, accounting for all time elapsed from start to finish of the study.

6. A percentage limitation is placed on the number of so-called "out-of-line" readings which may be eliminated from the study in the calculation of a standard or incentive rate.

Manpower Transfers

A report in the *Hat Worker*, AFL hat-ter's union publication, indicates that a difficult problem was presented to the hatters of Philadelphia by the War Manpower Commission when it demanded that a number of employees in hat factories be released for work in more essential war production.

In Philadelphia, the Manpower Commission sought the assistance of labor and management to relieve manpower difficulties. Although short-handed, the John B. Stetson Company was obliged to part with 175 men. In the Schoble plant four men were transferred to war industries.

It was explained to the workers who were transferred that leaving their usual occupation was only temporary. Among the benefits extended to the war transferees is vacation pay even after they are checked out of Stetson's and are employed in a war plant. Seniority rights are maintained, and the rights to military separation pay continued.

An explanatory letter signed jointly by Dale Purves for the company and Arthur A. Foster, president of Local 60, for the union, was given to every man transferred out of the Stetson plant. The full rights and privileges of transferred employees are set forth in this letter:

"Benefits to Transferees

"From John B. Stetson Company and Local 60

"In leaving the John B. Stetson Company as a War Service Transfer, both the Company and the Union have made every effort to help you with your problems. We know you will want to know your status and rights. Therefore, we are giving you this information in writing and would suggest that you keep this memorandum until you return to this company.

"Vacation Pay

"You will be entitled to your 1945 vacation pay the same as though you had stayed at Stetson. In order to qualify for

vacation pay as a War Service Transfer, you must go immediately to the war plant in which you are assigned and on June 1 have your employer send a letter to the John B. Stetson Company stating the length of time you have been employed in his plant. The Company will send to you the vacation pay to which you are entitled, not later than July 1, 1945.

"Insurance

"If you wish to retain your group insurance until you have qualified for insurance in your new job, you will notify the Industrial Relations Department of the John B. Stetson Company. The insurance company will permit us to extend your coverage for six months only under our group plan. The Company is willing to assume their share of the burden for your insurance for a six months' period providing you do the same. Your contribution must be in the hands of the Industrial Relations Department before the twenty-fifth of each month during this period to keep it in force. If you can conveniently do so, the Company would prefer to have you make the six months' payment in advance, because it makes for easier book-keeping and protects you from the automatic cancellation of your policy if any payments are delayed. If you wish to retain your insurance beyond the six months' period, you may do so according to the provisions of your policy covering its conversion, which will be explained to you by our Industrial Relations Department. On returning to Stetson you may request the immediate reinstatement of your former coverage.

"Deductions

"Naturally, all deductions will be discontinued and any balance due you on war bonds will be refunded to you by check as soon as possible.

"Military Separation Allowance

"You will have the same rights to military separation allowance any time during your War Service Transfer as though you had been employed at the John B. Stetson Company. If you are drafted or enter the Armed Forces, the Company will complete your military service allowance the same as though you had entered Military Service at the time of your War Service Transfer according to the rules for military service allowances, except that any similar allowance granted you by your new employer will be deducted from your Stetson military separation allowance. If you enlist in the Armed Forces or are drafted by Selective Service, report this fact to the John B. Stetson Company. It is suggested that you come to our Industrial Relations Department personally. Be sure that you follow all the War Service Transfer rules so that you may be eligible for military separation allowance and proper status with this Company.

"Company Rules on War Service Transfers

"1. You will be classified as a War Service Transfer and granted a leave of absence from this Company.

"2. Your leave of absence will terminate when you are released from, or leave, the war plant to which you are assigned, or when the WMC determines that you are no longer a War Service Transfer.

"3. You are to report back to the John B. Stetson Company within forty-eight hours following your termination of leave of absence as defined in paragraph 2, above.

"4. If you are reassigned by the WMC to another war plant, you must notify the Industrial Relations Department of the John B. Stetson Company immediately.

"5. You are to notify the Industrial Relations Department of the John B. Stetson Company once every month where you are working. A postal card will suffice.

"6. Failure to follow the rules of War Service Transfer means that you will be terminated as an employee of the John B. Stetson Company and therefore lose all rights which have been granted to War Service Transfers."

Postemergency Work Week

The regional labor board has modified its order extending the straight-time work week at Tidewater Associated Oil Company, Bayonne, New Jersey, from thirty-six hours to forty hours to permit a return to the previous schedule when manpower emergency rules are terminated. Employees, represented by the independent Tidewater Associated Oil Company Employees Association, had refused to comply with a War Manpower Commission order for a 48-hour week because of the loss of premium pay after the thirty-seventh hour.

The board's new order reads:

"The practice of the parties immediately prior to January 27, 1944, (date of the Board's 40-hour order) with reference to length of work week and overtime premium payments shall be continued except that so long as the company is required by order or request of any government body or agency or pertinent statute to extend and maintain an extension of its previous normal work week, the previous practice shall be modified in accordance with the provisions of the interim directive order dated January 27, 1944, issued in the aforementioned case and affirmed on appeal by the National War Labor Board."

Thus, although employees are assured restoration of their 36-hour week when the emergency is over, they obtain no compensating benefits while a longer work week is in effect. The board considered disposed of at the time the original 40-

hour order was made on January 7, 1944, the issues of (1) compensatory bonus or other form of adjustment for loss of premium pay for the thirty-seventh through fortieth hour, (2) basis of compensation or other adjustment for employees downgraded because of the lengthened work week, and (3) retroactivity for such adjustments.

ABRAHAM A. DESSER

Management Research Division

Employment in March

THE NUMBER of persons employed or in the Armed Forces increased from 61.6 million in February to 62.3 million in March. Almost three-quarters of this gain occurred in agriculture, as an early spring brought an additional 465,000 persons into farm work.

Increases in civilian employment were registered by the trade and service groups. Industrial employment in March for the five basic industries, however, was lower than in February. Gains in construction, transportation and public utilities were not sufficient to offset losses in manufacturing and mining.

A net increase of 100,000 in military personnel from February to March is indicated by official sources. With the Army already at full strength, the increment can be attributed to the increasing strength of the Naval Forces.

MANUFACTURING

The only sizable decline in March occurred in factory employment, preponderantly in the munitions group. Wage earners engaged on transportation equipment alone numbered 62,000 fewer in March than in February. Six hundred thousand or more workers have left jobs primarily in shipbuilding and aircraft manufacture, since November, 1943, the peak month of such employment. A recent survey by the Federal Reserve Bank of San Francisco indicates that with the defeat of Japan, West coast shipbuilders and aircraft manufacturers anticipate providing only 10% and 15% as many jobs, respectively, as they did in 1943.

While employment declines were not significant in the other major manufacturing groups, the downward trend was gen-

eral. In part, this reflected seasonal factors, but the decline was also owing to the difficulty of obtaining workers in lower-paid industries, such as textiles.

1944 SUMMARY

Average employment for the year 1944 totaled 63.3 million persons, an excess of 7.4 million beyond the "normal" long-term, economic labor force. This total represents the largest portion of our population of working age ever gainfully occupied. Civilian employment, however, declined fully a million from the 1943 average of 53.1 million. More than 1.5 million men and women (net) entered the Armed Forces during 1944, while an equal number left

employment in manufacturing during the same period.

Agricultural employment was lower on the average last year than in any other year since the beginning of this century. Wage rates, in contrast, were at the highest level on record.

The opening quarter of 1945 witnessed a continuation of trends in operation throughout most of last year. The pattern of employment should be significantly altered in the transitional period immediately ahead, as war pressures are gradually abated.

CARYL R. FELDMAN

Division of Business Statistics

Payroll Statistics in Manufacturing

ACTUAL AND REAL hourly and weekly earnings of production and related workers rose to new peak levels in March, according to THE CONFERENCE BOARD's regular monthly survey of labor statistics in twenty-five manufacturing industries. The average work week, which was greater in March, was the same as that in January but longer than during any other month since February, 1930. Employment and total man hours declined, but payrolls retained the February level. Wage-rate increases granted affected few workers.

EARNINGS

Average hourly earnings of production and related workers reflecting both longer working hours and small wage-rate increases rose 0.5% in March to a new peak of \$1.101.

Cutbacks in production have generally affected employment rather than hours of work. Separations have evidently been concentrated among the lower-paid, less-skilled workers, since the hourly earnings average has continued to rise despite relatively small changes in weekly working hours. In fact, since November, 1943, the month of peak employment, hourly earnings have risen 5.8%, as compared with an increase of only 0.7 hours, or 1.5%, in the length of the work week. In the same period, employment declined 11.6%. Gains in hourly earnings have amounted to 45.1% since January, 1941, and 52.9% since August, 1939.

One of the exceptions to the prevailing policy of reducing employment rather than hours of work has been the substantial shortening of the work week in the rubber tire and tube industry, with em-

Employment and Unemployment¹ In Thousands

Distribution of Labor Force and Employment	1945			1944 ^r	1944 ^r
	March ¹	February ¹	January	Average	March
Unemployment.....	.....	.....	.....	.....	.....
Excess of employment over economic labor force..	6,093	5,473	5,304	7,375	5,274
Total employment.....	62,263	61,616	61,425	63,308	61,105
Agriculture.....	8,698	8,233	8,028	10,030	8,821
Forestry and fishing.....	158	156	154	173	166
Total industry.....	20,739	20,774	20,780	21,325	21,443
Extraction of minerals.....	604	607	608	642	662
Manufacturing.....	14,684	14,828	14,876	15,437	15,832
Construction.....	1,360	1,282	1,287	1,369	1,247
Transportation.....	3,151	3,118	3,075	2,932	2,754
Public utilities.....	940	939	934	946	949
Trade, distribution and finance.....	7,531	7,480	7,506	7,484	7,416
Service industries (including Armed Forces).....	23,681	23,521	23,506	22,849	21,839
Miscellaneous industries and services.....	1,456	1,451	1,451	1,447	1,420

¹Subject to revision.

^rRevised.

EARNINGS, HOURS, EMPLOYMENT, PAYROLLS, PRODUCTION WORKERS' 25 MANUFACTURING INDUSTRIES

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

Date	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Production Worker	Average Nominal Hours per Week per Production Worker	Index Numbers, 1923=100							
					Hourly Earnings		Weekly Earnings		Actual Hours per Week per Production Worker	Employment	Total Man Hours	Payrolls
					Actual	Real	Actual	Real				
1944 March.....	\$1.053	\$48.41	45.8	44.0	194.6	187.8	181.9	175.6	93.1	151.0	140.6	274.7
April.....	1.057	48.09	45.2	44.0	195.4	187.5	180.7	173.4	91.9	148.3	136.3	268.0
May.....	1.062	48.46	45.5	44.1	196.3	187.7	182.1	174.1	92.5	145.0	134.1	264.0
June.....	1.069	49.30	45.9	44.2	197.6	189.1	185.3	177.3	93.3	143.6	134.0	266.1
July.....	1.072	48.86	45.4	44.3	198.2	188.8	183.6	174.9	92.3	142.2	131.3	261.1
August.....	1.070	48.98	45.6	44.3	197.8	188.4	184.1	175.3	92.7	141.6	131.3	260.7
September.....	1.080	49.42	45.6	44.4	199.6	190.1	185.7	176.9	92.7	140.4	130.2	260.7
October.....	1.079	49.39	45.7	44.3	199.4	189.9	185.6	176.8	92.9	138.6	128.8	257.2
November.....	1.079	49.42	45.6	44.2	199.4	189.4	185.7	176.4	92.7	137.8	127.7	255.9
December.....	1.086	49.91	45.8	44.3	200.7	189.9	187.6	177.5	93.1	138.0	128.5	258.9
1945 January.....	1.095	50.80	46.2	44.3	202.4	191.5	190.9	180.6	93.9	137.5	129.1	262.5
February.....	1.095 _r	50.58 _r	46.0	44.3 _r	202.4 _r	191.8 _r	190.1 _r	180.2 _r	93.5	137.4 _r	128.5 _r	261.2 _r
March.....	1.101	50.99	46.2	44.4	203.5	193.1	191.6	181.8	93.9	136.3	128.0	261.2

_r Revised

EARNINGS AND HOURS, PRODUCTION WORKERS', MARCH, 1945

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	Average Earnings				Average Hours per Week per Production Worker			
	Hourly		Weekly		Actual		Nominal	
	Mar.	Feb.	Mar.	Feb.	Mar.	Feb.	Mar.	Feb.
Agricultural implement.....	\$1.162	\$1.154	\$54.03	\$54.16	46.5	46.9	47.3	47.4
Automobile ²	1.310	1.291 _r	60.21	60.22 _r	45.9	46.6	42.6	42.6
Boot and shoe ³	.834	.824 _r	36.01	35.00 _r	43.2	42.5 _r	43.7	43.7 _r
Chemical.....	1.102	1.099	50.41	50.08	45.7	45.6	46.0	46.0
Rayon producing ⁴	.915	.918	38.47	38.80 _r	42.0	42.3	45.7	45.7
Cotton—North.....	.812	.808	36.53	34.88	45.0	43.2	43.2	43.2
Electrical manufacturing.....	1.157	1.156	53.56	53.65	46.3	46.4	42.5	42.5
Furniture ⁵	1.047	1.050 _r	49.09	49.98 _r	46.9	47.6 _r	45.9	45.9
Hosiery and knit goods.....	.850	.843	35.53	34.74	41.8	41.2	41.7	41.5
Iron and steel ⁶	1.273	1.250	60.28	59.04	47.4	47.2	43.1	43.1
Leather tanning and finishing.....	.969	.956	44.94	44.42	46.4	46.5	45.2	45.2
Lumber and millwork.....	1.095	1.095	50.04	50.54	45.7	46.1	47.2	47.2
Meat packing.....	.909	.909	42.92	43.64 _r	47.2	48.0 _r	41.5	41.5
Paint and varnish.....	1.029	1.029	49.26	49.39	47.9	48.0	47.0	44.7
Paper and pulp.....	.915	.910	45.02	44.33	49.2	48.7	44.8	44.8
Paper products.....	.882	.876	39.31	38.64	44.6	44.1	44.6	43.2
Printing—book and job.....	1.085	1.079	47.46	47.49	43.8	44.0	41.6	41.6
Printing—news and magazine.....	1.205	1.190	50.57	49.24	42.0	41.4	40.8	40.8
Rubber.....	1.243	1.281	58.89	62.23	47.4	48.6	47.0	47.1
1. Rubber tires and tubes.....	1.351	1.395	64.03	68.85	47.4	49.4	47.0	47.0
2. Other rubber products.....	1.061	1.073	50.26	50.63	47.4	47.2	47.0	47.3
Silk and rayon.....	.819	.808	36.30	34.83	44.3	43.1	42.2	42.2
Wool.....	.947	.938	42.11	40.89	44.4	43.6	43.1	43.1
1. Woolen and worsted goods.....	.924	.914	40.93	39.28	44.3	43.0	42.6	42.5
2. Other woolen products ⁷	.984	.974	43.92	43.36	44.6	44.5	43.9	43.9
Foundries and machine shops.....	1.224	1.222	58.99	58.30	48.2	47.7	45.9	46.0
1. Foundries.....	1.166	1.154	56.04	54.65	48.1	47.4	44.9	44.8
2. Machines and machine tools.....	1.182	1.179	58.58	57.58	49.6	48.9	47.4	47.4
3. Heavy equipment.....	1.343	1.342	64.79	63.25	48.2	47.1	45.8	45.9
4. Hardware and small parts.....	1.149	1.147	55.03	54.63	47.9	47.6	44.5	44.6
5. Other products.....	1.196	1.197	57.10	57.18	47.7	47.8	46.1	46.1
25 INDUSTRIES.....	\$1.101	\$1.095 _r	\$50.99	\$50.58 _r	46.2	46.0	44.4	44.3 _r
Cement.....	.904	.888	40.86	39.50	45.2	44.5	45.7	45.5
Petroleum refining.....	1.297	1.294 _r	60.62	59.76 _r	46.7	46.2	44.6	44.0
27 INDUSTRIES.....	\$1.102	\$1.096 _r	\$51.05	\$50.63 _r	46.2	46.0 _r	44.4	44.3 _r
Aircraft.....	\$1.215	\$1.210	\$55.88	\$55.70	46.0	46.0	48.5	48.5
Shipbuilding.....	1.395	1.396	67.09	65.96 _r	48.1	47.3 _r	48.4	48.5

See footnotes on page 134.

ployment remaining practically unchanged. in that industry declined 3.2% from Feb- the March average of \$1.351 was higher
Average hourly earnings for all workers ruary to March. Despite the reduction, than that of any of the other twenty-

Wage-rate Increases and Workers Affected

Source: THE CONFERENCE BOARD

Date	25 Manufacturing Industries	
	Production Workers Affected	Wage-rate Increase
1944		
March.....	0.4%	6.9%
April.....	0.6	5.7
May.....	0.4	6.0
June.....	0.3	7.0
July.....	0.8	5.3
August.....	0.4	6.0
September.....	0.3	5.4
October.....	0.1	5.3
November.....	0.4	6.8
December.....	0.1	5.8
1945		
January.....	0.2	5.3
February.....	0.6	5.9
March.....	0.4	3.8

four industries. Average weekly earnings were \$64.03, or 7.0% lower than in February. They were higher than in any of the other industries except the heavy equipment branch of foundries.

Weekly earnings in the twenty-five industries have shown considerable gains in these periods, largely because of the expanded work week. The March high level of \$50.99 was 0.8% above that of February, 66.6% higher than the January, 1941, average of \$30.61 and 86.8% more than the \$27.29 averaged by production workers in August, 1939.

"Real" weekly earnings, which measure the purchasing power of dollar weekly income of production workers, also attained a new peak level in March. Although living costs have risen considerably since the beginning of 1941, the increases in dollar earnings have been substantially greater. As a result, the average produc-

tion worker could purchase 0.9% more with his weekly income in March than he could in February, 36.0% more than during January, 1941, and 48.9% more than in August, 1939.

WORKING HOURS

The hours worked a week in March were 0.4% greater than in February. The average of 46.2 hours was the same as in January but higher than during any other month since February, 1930. Since January, 1941, the work week has been lengthened by 6.0 hours, or 14.9%, and since August, 1939, the increase has been 8.3 hours, or 21.9%.

Total man hours have been influenced by continuing declines in employment as well as increases in weekly working hours. Consequently, the 0.4% decline from February to March in conjunction with the other reductions since November, 1943,

EARNINGS AND HOURS, MALE AND FEMALE PRODUCTION WORKERS¹, MARCH, 1945

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	ALL MALE						FEMALE					
	Average Earnings				Average Hours per Week per Production Worker		Average Earnings				Average Hours per Week per Production Worker	
	Hourly		Weekly				Hourly		Weekly			
	Mar.	Feb.	Mar.	Feb.	Mar.	Feb.	Mar.	Feb.	Mar.	Feb.	Mar.	Feb.
Agricultural implement.....	\$1.186	\$1.177	\$55.32	\$55.47	46.7	47.1	\$.969	\$.967	\$43.92	\$43.74	45.3	45.2
Automobile ²	1.357	1.336 _r	63.34	63.44 _r	46.7	47.5	1.154	1.144 _r	50.42	50.39 _r	43.7	44.1 _r
Boot and shoe ³	.983	.971 _r	43.91	42.98 _r	44.7	44.3	.690	.681 _r	28.88	27.78 _r	41.8	40.8 _r
Chemical.....	1.197	1.192 _r	55.93	55.34	46.7	46.4	.777	.779 _r	33.15	33.45 _r	42.7	42.9
Rayon producing ⁴	1.018	1.021	44.44	44.80 _r	43.6	43.9	.716	.719 _r	28.09	28.30 _r	39.2	39.4
Cotton—North.....	.891	.886	43.30	41.89	48.6	47.3	.708	.701	29.04	26.98	41.0	38.5
Electrical manufacturing.....	1.305	1.306	62.69	62.68	48.1	48.0	.914	.910	39.99	40.06	43.7	44.0
Furniture ⁵	1.094	1.099 _r	52.30	53.10 _r	47.8	48.3	.946	.942 _r	42.52	43.50 _r	45.0	46.2 _r
Hosiery and knit goods.....	1.137	1.128	50.96	51.66	44.8	45.8	.728	.716	29.56	28.22	40.6	39.4
Iron and steel ⁶	1.294	1.269	61.71	60.44	47.7	47.6	.982	.970	42.26	41.17	43.0	42.4
Leather tanning and finishing.....	.995	.980	47.38	46.71	47.6	47.6	.808	.809	32.34	32.86	40.0	40.6
Lumber and millwork.....	1.118	1.118	51.12	51.68	45.7	46.2	.829	.832	37.76	37.61	45.5	45.2
Meat packing.....	.956	.955	46.52	47.46 _r	48.7	49.7 _r	.711	.711 _r	29.67	29.80 _r	41.7	41.9 _r
Paint and varnish.....	1.059	1.058	51.22	51.43	48.4	48.6	.815	.815	36.34	36.02	44.6	44.2
Paper and pulp.....	.940	.937	47.10	46.44	50.1	49.6	.691	.681	29.35	28.67	42.5	42.1
Paper products.....	1.010	1.001	47.70	46.78	47.2	46.7	.679	.675	27.79	27.35	40.9	40.5
Printing—book and job.....	1.310	1.307	58.73	59.09	44.8	45.2	.679	.675	28.46	28.38	41.9	42.1
Printing—news and magazine.....	1.311	1.291	55.13	53.70	42.1	41.6	.795	.779	33.08	31.53	41.6	40.5
Rubber.....	1.369	1.410	66.87	71.28	48.9	50.5	.910	.929	39.92	40.81	43.9	43.9
1. Rubber tires and tubes.....	1.439	1.487	69.76	75.46	48.5	50.7	1.024	1.046	44.66	46.86	43.6	44.8
2. Other rubber products.....	1.219	1.232	60.52	61.69	49.7	50.1	.804	.809	35.49	34.85	44.1	43.1
Silk and rayon.....	.913	.906	43.49	41.39	47.6	45.7	.666	.661	26.51	26.27	39.8	39.7
Wool.....	1.019	1.007	47.28	46.34	46.4	46.0	.826	.818	34.27	32.62	41.5	39.9
1. Woolen and worsted goods.....	.988	.976	45.77	44.56	46.3	45.7	.828	.818	34.45	32.25	41.6	39.4
2. Other woolen products ⁷	1.061	1.047	49.31	48.74	46.5	46.5	.823	.818	33.94	33.33	41.2	40.8
Foundries and machine shops.....	1.280	1.279	62.81	62.11	49.1	48.6	.979	.978	43.69	43.36	44.6	44.3
1. Foundries.....	1.186	1.174	57.69	56.19	48.7	47.9	.937	.924	39.66	39.28	42.3	42.5
2. Machines and machine tools.....	1.236	1.233	62.54	61.51	50.6	49.9	.911	.910	40.99	40.34	45.0	44.8
3. Heavy equipment.....	1.375	1.376	66.75	65.32	48.6	47.5	1.056	1.043	48.20	46.16	45.6	44.2
4. Hardware and small parts.....	1.234	1.232	61.17	60.51	49.6	49.1	.909	.911	39.69	39.97	43.6	43.9
5. Other products.....	1.261	1.263	61.58	61.84	48.8	48.9	1.006	1.005	45.01	44.88	44.8	44.7
25 INDUSTRIES.....	\$1.195	\$1.189_r	\$56.76	\$56.46_r	47.5	47.4	\$.787	\$.781_r	\$33.12	\$32.29_r	41.9	41.1
Cement.....	.904	.888	40.86	39.50	45.2	44.5	....	....	....	....	....	....
Petroleum refining.....	1.297	1.294 _r	60.62	59.76 _r	46.7	46.2	....	....	....	....	....	....
27 INDUSTRIES.....	\$1.194	\$1.188_r	\$56.69	\$56.37_r	47.5	47.4	....	....	....	....	....	....
Aircraft.....	\$1.299	\$1.299	\$60.76	\$61.09	46.8	47.0	\$1.073	\$1.065	\$48.09	\$47.38	44.8	44.5
Shipbuilding.....	1.413	1.415	68.23	67.08 _r	48.3	47.4 _r	1.118	1.108 _r	50.86	50.05 _r	45.5	45.2 _r

See footnotes on page 134.

EARNINGS, EMPLOYMENT, MAN HOURS, AND PAYROLLS, PRODUCTION WORKERS¹, MARCH, 1945

Index Numbers, 1923=100

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	Average Earnings						Employment		Total Man Hours Worked		Payrolls	
	Hourly, Actual		Weekly									
			Actual		Real							
	Mar.	Feb.	Mar.	Feb.	Mar.	Feb.	Mar.	Feb.	Mar.	Feb.	Mar.	Feb.
Agricultural implement.....	209.0	207.6	196.4	196.9	186.3	186.6	191.5	194.9	179.8	184.6	376.1	383.8
Automobile ²	207.3	204.3 _r	199.8	199.8 _r	189.6	189.4 _r	160.8	164.1 _r	154.7	160.3 _r	321.3	327.9 _r
Boot and shoe.....	158.9	157.0	149.3	145.1	141.7	137.5	89.8	90.0 _r	84.5	83.3 _r	134.1	130.6 _r
Chemical.....	216.9	216.3 _r	195.7	194.4 _r	185.7	184.3 _r	173.5	173.9 _r	156.7	156.7 _r	339.5	338.1 _r
Cotton—North.....	182.5	181.6	172.0	164.2	163.2	155.6	36.2	36.0	34.1	32.5	62.3	59.1
Electrical manufacturing.....	203.7	203.5	197.7	198.0	187.6	187.7	266.8	267.6	258.5	259.8	527.5	529.8
Furniture ³	202.5	203.1 _r	196.8	200.4 _r	186.7	190.0 _r	137.6	138.4 _r	133.9	136.7 _r	270.8	277.4 _r
Hosiery and knit goods.....	222.5	220.7	201.1	196.6	190.8	186.4	74.0	74.8	66.8	66.6	148.8	147.1
Iron and steel ⁴	213.6	209.7	176.2	172.5	167.2	163.5	117.4	116.7	96.4	95.5	206.9	201.8
Leather tanning and finishing.....	199.4	196.7	194.0	191.8	184.1	181.8	73.9	74.7	72.1	73.0	143.4	143.8
Lumber and millwork.....	231.5	231.5	213.7	215.8	202.8	204.5	49.7	49.1	45.9	45.7	106.2	106.0
Meat packing.....	192.2	192.2	182.3	185.4 _r	173.0	175.7 _r	102.3	109.0 _r	97.2	105.3 _r	186.5	202.1 _r
Paint and varnish.....	182.4	182.4	180.0	180.5	170.8	171.1	134.8	136.0	132.9	134.4	242.6	245.5
Paper and pulp.....	181.5	180.6	172.6	170.0	163.8	161.1	119.2	119.3	113.2	112.1	205.7	202.8
Paper products.....	193.4	192.1	180.5	177.4	171.3	168.2	164.8	165.8	154.4	153.5	297.5	294.1
Printing—book and job.....	166.2	165.2	158.5	158.6	150.4	150.3	118.6	121.1	113.1	116.1	188.0	192.1
Printing—news and magazine.....	173.9	171.7	161.9	157.7	153.6	149.5	101.5	102.3	94.7	94.1	164.3	161.3
Rubber.....	198.6	204.6	210.1	222.0	199.3	210.4	138.7	139.6	146.7	151.5	291.4	309.9
Silk and rayon.....	165.1	162.9	157.6	151.2	149.5	143.3	88.7	90.4	84.5	83.8	139.8	136.7
Wool.....	187.5	185.7	175.7	170.6	166.7	161.7	67.9	68.4	63.5	62.8	119.3	116.7
Foundries and machine shops.....	213.6	213.3	207.9	205.5	197.2	194.8	206.5	208.4	200.7	200.5	429.3	428.3
1. Foundries.....	197.6	195.6	189.3	184.6	179.6	175.0	184.0	184.9	176.3	174.5	348.3	341.3
2. Machines and machine tools.....	215.3	214.8	214.6	210.9	203.6	199.9	192.8	195.4	192.0	191.9	413.7	412.1
3. Heavy equipment.....	200.4	200.3	196.2	191.6	186.1	181.6	179.4	182.1	175.5	173.9	352.0	348.9
4. Hardware and small parts.....	224.4	224.0	221.8	220.2	210.4	208.7	176.6	176.6	174.5	173.2	391.7	388.9
5. Other products.....	213.6	213.8	208.9	209.2	198.2	198.3	230.9	230.6	225.6	226.0	482.4	482.4
25 INDUSTRIES.....	203.5	202.4 _r	191.6	190.1 _r	181.8	180.2 _r	136.3	137.4 _r	128.0	128.5 _r	261.2	261.2 _r

NOTE: No basic 1923 data are available, hence no indexes are given for the following: Rayon producing, rubber tires and tubes, other rubber products, woolen and worsted goods, other woolen products, cement, petroleum refining, "27 Industries," aircraft and shipbuilding. See footnotes on page 134.

lowered the March level to 128.0 (1923=100). This was less than the total for any other month since September, 1942 (except November, 1944), but higher than during any month before then. From January, 1941, to March, 1945, man hours have increased 39.9% and from August, 1939, to the current month the rise has been 94.5%.

EMPLOYMENT, PAYROLLS

The number of employed production workers in the twenty-five manufacturing industries was reduced again in March. The decline of 0.8%, in combination with fourteen others during the previous fifteen months, served to lower the employment index to 136.3 (1923=100). This average was less than for other month since May, 1942, but higher than during any month before then. Since January, 1941, employment gains have amounted to 21.7% and since August, 1939, to 59.4%.

Total payrolls remained unchanged at 261.2 (1923=100) in March, with the increase in weekly earnings exactly offsetting the decline in employment. Payrolls were smaller than during January, 1945, and smaller than in the period May, 1943–June, 1944. The March total shows a

gain of 102.8% as compared with January, 1941, and one of 197.8% since August, 1939.

CEMENT, PETROLEUM

In the cement industry, a fractional reduction in employment as well as longer working hours contributed toward higher earnings in March. Hourly earnings averaged \$.904, which was 1.8% more than the February average. Weekly earnings rose 3.4% to \$40.86 in March.

In petroleum refineries, employment was increased slightly in March. Although earnings and hours also rose they remained slightly below the January levels. An increase in hourly earnings, amounting to 0.2%, brought them to \$1.297, and a 1.4% rise in weekly earnings raised them to \$60.62.

AIRCRAFT, SHIPBUILDING

Employment in aircraft factories declined sharply in March, especially that of women. As a result, the higher-paid male workers became a larger proportion of the total, and hourly earnings rose despite no change in the length of the work week. Hourly earnings, at \$1.215 for all workers, were 0.4% more than in Febru-

ary, and weekly earnings, which rose 0.3%, averaged \$55.88.

Employment in shipyards was also sharply curtailed but the separations were equally distributed among male and female workers, so that hourly earnings declined less than 0.1%. Average weekly working hours of 48.1, served to raise weekly earnings 1.7% to a secondary peak of \$67.09—only 0.9% below the peak weekly earnings average of \$67.70 in November, 1944.

LABOR STATISTICS IN MARCH

Hourly earnings increased 0.5% in March to \$1.101, which was 4.6% higher than in March, 1944, and 86.6% above the 1929 average.

Weekly earnings were 0.8% higher in March. At \$50.99, they reflect increases of 5.3% in a year period and 78.6% since 1929.

"Real" weekly earnings, or dollar earnings adjusted for changes in living costs, rose 0.9% in March. They exceeded the level of a year before by 3.5% and that of 1929 by 69.6%.

Hours per week were expanded 0.2 hours, or 0.4%, in March. Since March,

EARNINGS AND HOURS, UNSKILLED AND SKILLED AND SEMI-SKILLED MALE PRODUCTION WORKERS¹, MAR., 1945

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	UNSKILLED						SKILLED AND SEMI-SKILLED					
	Average Earnings				Average Hours per Week per Production Worker		Average Earnings				Average Hours per Week per Production Worker	
	Hourly		Weekly				Hourly		Weekly			
	Mar.	Feb.	Mar.	Feb.	Mar.	Feb.	Mar.	Feb.	Mar.	Feb.	Mar.	Feb.
Agricultural implement.....	\$.965	\$.957	\$45.79	\$45.42	47.4	47.4	\$1.219	\$1.209	\$56.74	\$56.91	46.5	47.1
Automobile ²	1.113	1.100 ^r	51.21	51.11 ^r	46.0	46.5	1.390	1.367 ^r	64.99	65.12 ^r	46.8	47.6
Boot and shoe ³	.559	.550 ^r	26.16	25.94 ^r	46.8	47.1 ^r	1.009	.996 ^r	44.93	43.95 ^r	44.6	44.1 ^r
Chemical.....	.975	.977 ^r	45.79	45.78 ^r	47.0	46.9 ^r	1.263	1.257 ^r	58.90	58.16 ^r	46.6	46.3
Rayon producing ⁴	.765	.773	32.13	32.98 ^r	42.0	42.7	1.052	1.054 ^r	46.17	46.43 ^r	43.9	44.1 ^r
Cotton—North.....	.781	.780	37.16	36.10	47.6	46.3	.942	.934	46.19	44.64	49.0	47.8
Electrical manufacturing.....	.936	.929	43.98	43.61	47.0	46.9	1.353	1.356	65.22	65.28	48.2	48.2
Furniture ⁵	.934	.932 ^r	43.75	43.90 ^r	46.9	47.1	1.125	1.131 ^r	53.96	54.94 ^r	48.0	48.6 ^r
Hosiery and knit goods.....	.778	.772	36.84	36.72	47.4	47.6	1.171	1.161	52.22	52.98	44.6	45.6
Iron and steel ⁶	1.001	.982	44.73	43.87	44.7	44.7	1.353	1.329	65.46	64.19	48.4	48.3
Leather tanning and finishing.....	.789	.769	37.79	36.70	47.9	47.7	1.039	1.028	49.45	48.97	47.6	47.6
Lumber and millwork.....	.803	.798	35.49	36.36	44.2	45.5	1.212	1.214	55.93	56.38	46.2	46.4
Meat packing.....	.808	.805 ^r	38.61	38.56 ^r	47.8	47.9 ^r	1.017	1.021 ^r	49.86	51.59 ^r	49.1	50.5 ^r
Paint and varnish.....	.864	.867	43.86	42.71	50.8	49.3	1.141	1.141	54.12	55.09	47.4	48.3
Paper and pulp.....	.771	.766	36.00	35.05	46.7	45.8	1.007	1.003	51.94	51.41	51.6	51.2
Paper products.....	.786	.764	35.08	33.63	44.6	44.0	1.101	1.101	53.22	52.87	48.4	48.0
Printing—book and job.....	.942	.933	42.53	41.92	45.2	44.9	1.387	1.393	62.10	63.02	44.8	45.3
Printing—news and magazine.....	.909	.882	35.61	34.55	39.2	39.2	1.412	1.400	60.50	59.19	42.8	42.3
Rubber.....	1.046	1.092	49.27	54.27	47.1	49.7	1.377	1.419	67.38	71.78	48.9	50.6
1. Rubber tires and tubes.....	1.088	1.139	50.70	57.06	46.6	50.1	1.450	1.499	70.43	76.08	48.6	50.8
2. Other rubber products.....	.786	.771	39.22	36.50	49.9	47.4	1.226	1.239	60.85	62.13	49.7	50.1
Wool.....	.825	.822	36.96	35.82	44.8	43.6	1.104	1.086	52.08	51.24	47.2	47.2
1. Woolen and worsted goods.....	.842	.841	37.14	35.77	44.1	42.6	1.075	1.054	51.37	50.21	47.8	47.6
2. Other woolen products ⁷	.787	.780	36.53	35.95	46.4	46.1	1.136	1.121	52.82	52.32	46.5	46.7
Foundries and machine shops.....	.992	.995	47.73	47.65	48.1	47.9	1.321	1.321	65.02	64.31	49.2	48.7
1. Foundries.....	.960	.962	45.90	45.58	47.8	47.4	1.243	1.230	60.75	59.03	48.9	48.0
2. Machines and machine tools.....	1.090	1.070	53.93	52.96	49.5	49.5	1.257	1.257	63.84	62.78	50.8	49.9
3. Heavy equipment.....	.982	.989	45.76	46.84	46.6	46.4	1.420	1.421	69.27	67.67	48.8	47.6
4. Hardware and small parts.....	.962	.951	47.06	46.08	48.9	48.4	1.293	1.291	64.26	63.61	49.7	49.3
5. Other products.....	.997	1.003	48.10	48.41	48.2	48.2	1.294	1.297	63.25	63.59	48.9	49.0
24 INDUSTRIES ⁸	\$.916	\$.912	\$42.52	\$42.38 ^r	46.4	46.4	\$1.260	\$1.254 ^r	\$60.12	\$59.90 ^r	47.7	47.7
Cement.....	.742	.741	\$31.66	\$32.59	42.7	44.0	.919	.904	\$41.81	\$40.27	45.5	44.5
Petroleum refining.....	.981	.976 ^r	43.10	41.83 ^r	43.9	42.9	1.327	1.322 ^r	62.41	61.50 ^r	47.0	46.5
26 INDUSTRIES ⁸	\$.916	\$.911	\$42.43	\$42.29 ^r	46.3	46.4	\$1.258	\$1.253 ^r	\$60.01	\$59.76 ^r	47.7	47.7
Aircraft.....	\$1.116	\$1.091	\$52.01	\$51.06	46.6	46.8	\$1.312	\$1.313	\$61.35	\$61.75	46.8	47.0
Shipbuilding.....	.983	.981 ^r	46.25	45.49 ^r	47.0	46.4 ^r	1.451	1.454 ^r	70.25	69.09 ^r	48.4	47.5 ^r

NOTE: The wage data here given are for cash payments only and do not take into consideration the value of such wage equivalents as reduced or free house rents or other special services rendered by the company to employees. Various forms of wage equivalents are in use in industrial establishments in many localities, but the part which they play as compensation for work performed cannot be taken into account in a study of this character.

¹Production and related workers. For definition, see the March Management Record, page 80.

²Based on data collected by the Automobile Manufacturers Association and THE CONFERENCE BOARD.

³Actual earnings and hours for February and March not strictly com-

parable with those for previous months; indexes linked, hence comparable throughout.

⁴Based on data collected by the Textile Economics Bureau, Inc. and THE CONFERENCE BOARD.

⁵Includes wood, metal, and upholstered household and office furniture.

⁶Based on data collected by the American Iron and Steel Institute and THE CONFERENCE BOARD.

⁷Principally rugs.

⁸Silk and rayon industry not included, as adequate data for unskilled and skilled groups are not available for this industry.

^rRevised.

1944, they have been increased 0.4 hours, or 0.9%, but at 46.2 per week they were 2.1 hours, or 4.3%, less than the 1929 work week.

Employment was curtailed 0.8% in March. At 136.3 (1923=100), the number of employed workers was 9.7% less than in March of the previous year and 35.0% more than in 1929.

Man hours declined 0.4% in March. They were 9.0% less than in the same month of 1944 and 29.0% more than in 1929.

Payrolls remained unchanged at the February level in March. They reflect a decline of 4.9% since March, 1944, but a gain of 141.0% since 1929.

Although the number employed fell, workers in the twenty-five manufacturing industries in March averaged \$1.101 for each hour of work, the highest on record. Their work week of 46.2 hours was a high level for recent years, but had been exceeded in early 1930 and previous months. Their average weekly dollar return of

\$50.99 was at a new peak level, as was the quantity of goods and services that could be purchased with it.

With employment declining faster than weekly working hours advanced, total man hours worked fell off fractionally in March. Payrolls retained the February level in March because the reduction in employment exactly offset the increase in weekly earnings.

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Division of Labor Statistics

Earnings and Hours in Gas and Electricity

NEW PEAK levels of hourly and weekly earnings were recorded for workers in the gas and electricity utilities in the country as a whole in January, 1945. According to THE CONFERENCE BOARD's regular semi-annual survey, the number of hours worked in one week in the gas industry exceeded those of any period since 1931. In the electricity industry, the work

gions except the Far West, where a shorter work week reduced overtime payments. Hourly earnings averaged \$1.120 and were greater than those in any of the other regions. The largest advance in hourly earnings from July to January was that of 5.3% in the South occasioned by longer working hours. Despite the large increase, the average for the South was \$.934, lower

reduce the weekly earnings average 1.6% to \$52.59. This average was lower than that in January, 1944, as well, but was higher than revealed by any survey before then. Workers in the South received \$46.82 a week in January, which was 14.7% more than in the previous July, but lower than weekly earnings in any of the other regions in January, 1945.

TABLE 1: EARNINGS AND HOURS IN PRODUCTION AND DISTRIBUTION OF GAS AND ELECTRICITY, BY SKILL
JULY, 1944, AND JANUARY, 1945

Source: THE CONFERENCE BOARD

Date and Region	ALL WAGE EARNERS								UNSKILLED					SEMI-SKILLED AND SKILLED					
	Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner	Indexes, 1923 = 100				Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner	Indexes, 1923 = 100		Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner	Indexes, 1923 = 100			
				Hourly Earnings		Weekly Earnings					Hourly Earnings	Weekly Earnings				Hourly Earnings	Weekly Earnings		
				Actual	Real	Actual	Real												
GAS																			
July, 1944																			
United States...	\$1.012	\$46.44	45.3	189.5	180.5	178.4	169.9	\$.807	\$35.27	43.7	179.7	169.8	\$1.047	\$47.73	45.6	182.4	163.1		
East.....	1.010	44.40	44.0	a	a	a	a	.828	35.54	43.0	a	a	1.040	45.86	44.1	a	a		
South.....	.887	40.82	46.0	a	a	a	a	.663	28.17	42.5	a	a	.964	45.67	47.4	a	a		
Middle West..	1.024	48.23	47.1	a	a	a	a	.839	38.96	46.4	a	a	1.053	49.71	47.2	a	a		
Far West.....	1.127	53.44	47.4	a	a	a	a	.904	38.90	43.0	a	a	1.150	55.16	48.0	a	a		
January, 1945																			
United States...	1.042	49.92	47.5	195.1	184.6	191.8	181.5	.821	37.22	45.3	182.9	179.2	1.076	51.56	47.9	187.5	176.2		
East.....	1.041	47.49	45.6	a	a	a	a	.850	37.78	44.4	a	a	1.068	48.90	45.8	a	a		
South.....	.934	46.82	50.1	a	a	a	a	.659	29.16	44.8	a	a	1.023	53.64	52.1	a	a		
Middle West..	1.065	53.83	50.5	a	a	a	a	.878	42.21	48.1	a	a	1.091	55.52	50.9	a	a		
Far West.....	1.120	52.59	46.9	a	a	a	a	.930	40.46	43.5	a	a	1.143	54.13	47.4	a	a		
ELECTRICITY																			
July, 1944																			
United States...	\$1.137r	\$51.73r	45.1r	186.4r	177.5r	175.0r	166.7r	\$.823r	\$36.12r	43.9r	172.5r	175.9r	\$1.190r	\$53.92r	45.3r	186.8r	170.0r		
East.....	1.156r	51.13r	44.2r	a	a	a	a	.869r	37.90r	43.6r	a	a	1.196r	53.01r	44.3r	a	a		
South.....	1.034r	48.11r	46.5r	a	a	a	a	.678r	30.19r	44.6r	a	a	1.123r	52.86r	47.1r	a	a		
Middle West..	1.178r	52.97	45.0r	a	a	a	a	.915r	39.46	43.1r	a	a	1.218r	55.13	45.3r	a	a		
Far West.....	1.170	56.63	48.4	a	a	a	a	.840	39.10	46.5	a	a	1.227	59.84	48.8	a	a		
January, 1945																			
United States...	1.146	52.05	45.1	187.9	177.8	176.1	166.6	.825	36.42	44.1	173.0	177.3	1.196	54.10	45.2	187.8	170.6		
East.....	1.174	51.68	44.0	a	a	a	a	.874	38.70	44.3	a	a	1.209	53.21	44.0	a	a		
South.....	1.027	47.54	46.3	a	a	a	a	.680	29.71	43.7	a	a	1.116	52.48	47.0	a	a		
Middle West..	1.187	53.97	45.5	a	a	a	a	.935	41.45	44.3	a	a	1.224	55.84	45.6	a	a		
Far West.....	1.176	55.65	47.3	a	a	a	a	.840	38.01	45.2	a	a	1.223	58.22	47.6	a	a		

NOTE: This table brings up to date figures published in *The Conference Board Management Record*, December, 1944, p. 370.
a1923 data not available. rRevised.

week was equal to that in July, 1944, but higher than during any other month surveyed since July, 1932.

GAS

Hourly earnings of workers engaged in the manufacture and distribution of gas rose 3.0% and averaged \$1.042 for the country as a whole in January, 1945. Higher earnings were averaged in all re-

than hourly earnings in any of the other regions.

Average weekly earnings increased 7.5% in the six-month period and attained a new peak level of \$49.92 for the United States as a whole. New high levels of weekly earnings were averaged in January in all regions except the Far West. The combined effect of shorter working hours and lower hourly earnings there served to

The United States average for weekly working hours in the gas industry was 47.5 in January, 1945, or 4.9% greater than in July. In both the South and Middle West, hours rose substantially and exceeded 50 per week in January. The only region in which the work week was curtailed was the Far West, where weekly working hours of the larger group of semi-skilled and skilled workers declined 1.3%

and more than offset the rise in hours worked by unskilled workers.

United States averages for earnings of gas workers, both unskilled and skilled by job classification, also rose to new peaks. Outside workers gained more in the six-

was the highest of all the regions. A fractional reduction in the work week in the East was not adequate to offset completely the 1.6% rise in hourly earnings. As a result, weekly earnings rose 1.1% and averaged \$51.68 in January.

FEMALE WORKERS

While data are collected for female workers in both utilities, women comprise so small a proportion of the total that separate averages are not shown in the accompanying tables. In the gas industry,

TABLE 2: EARNINGS AND HOURS IN PRODUCTION AND DISTRIBUTION OF GAS AND ELECTRICITY BY JOB CLASSIFICATION, JULY, 1944, AND JANUARY, 1945

Source: THE CONFERENCE BOARD

Date	GAS						ELECTRICITY					
	UNSKILLED			SEMI-SKILLED AND SKILLED			UNSKILLED			SEMI-SKILLED AND SKILLED		
	Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner	Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner	Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner	Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner
INSIDE PRODUCTION												
July, 1944.....	\$.821	\$37.87	46.1	\$1.032	\$47.97	46.5	\$.840 ^r	\$38.57 ^r	45.9 ^r	\$1.170 ^r	\$54.42 ^r	46.5 ^r
January, 1945.....	.839	40.03	47.7	1.063	51.92	48.9	.847	39.03	46.1	1.179	54.85	46.5
INSIDE MAINTENANCE												
July, 1944.....	\$.848	\$34.75	41.0	\$1.093	\$48.24	44.1	\$.849 ^r	\$35.89 ^r	42.3 ^r	\$1.199 ^r	\$53.45 ^r	44.6 ^r
January, 1945.....	.864	35.57	41.2	1.124	51.37	45.7	.851	36.92	43.4	1.218	55.25	45.4
OUTSIDE												
July, 1944.....	\$.773	\$33.62	43.5	\$1.038	\$47.27	45.5	\$.765 ^r	\$32.53 ^r	42.5 ^r	\$1.208 ^r	\$53.64 ^r	44.4 ^r
January, 1945.....	.785	36.06	45.9	1.064	51.36	48.3	.768	32.32	42.1	1.202	52.45	43.7

NOTE: This table brings up to date figures published in *The Conference Board Management Record*, December, 1944, p. 371.

^rRevised.

month period than did inside workers. Weekly earnings of unskilled outside workers rose 7.3% and those of the skilled group increased 8.7%. All three groups of skilled workers received fractionally more than \$51 a week in January, while weekly earnings of unskilled workers varied from \$35.57 for inside maintenance to \$40.03 for inside production.

ELECTRICITY

Both hourly and weekly earnings received by workers engaged in the generation and distribution of electricity in January, 1945, were higher than ever before. The January, 1945, hourly earnings average for the entire country of \$1.146 was 0.8% greater than in July, 1944, despite the fact that the average work week remained unchanged, largely because higher-paid semi-skilled and skilled workers constituted a larger proportion of all workers in January.

Shorter working hours in the South were principally responsible for reductions in both hourly and weekly earnings in that region. The January averages continued lower than those in the other regions. Sharply curtailed working hours in the Far West offset the effect of slightly higher hourly earnings in that region and weekly earnings were 1.7% lower than the July, 1944, peak. The January average of \$55.65

The breakdown of earnings by skill and job classification shows that the January nation-wide averages for each group, except outside workers, were higher than ever before. Reductions in the working hours of outside workers served to reduce weekly earnings of both unskilled and skilled workers and hourly earnings of skilled outside workers to slightly below the July, 1944, peak levels.

only 0.5% of all workers were women. They received an average of \$.651 per hour and \$23.34 for a work week of 35.8 hours in January. In the electricity industry, women comprised 0.6% of all workers in January. For a work week of 38.9 hours, they earned \$29.45 or \$.757 for each hour of work.

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Discipline Clause in Union Contract

WHO IS to discipline workers in a bargaining unit is oftentimes a controversial issue at the collective-bargaining conference. Many observers believe that the incorporation of a set of work rules in a union agreement is not the entire answer. It is claimed that in many instances the rules on paper turn out to be "a scrap of paper" when there is no accord between the company and the union as to who should be responsible for disciplining employees who violate work rules.

Some labor organizations fine workers for a breach of either company or union rules and have also ordered workers to be discharged for violations of union by-laws and company work rules as outlined in an agreement. Other unions recognize that

discipline is a function of management.

At the Witte Engine Works of Kansas City the Seventh Regional War Labor Board ordered the UE (CIO) to put into its collective-bargaining agreement covering plant guards a clause permitting management to discharge employees if they should violate rules established by the company. The clause states that "the union recognizes that it is the responsibility of the [union] employees . . . to enforce rules established by the company . . . without regard to any union or non-union affiliation of any employee of the company . . . any disciplinary action [by the company] shall be subject to the grievance procedure and arbitration if necessary." A. A. D.

Cost of Living in April

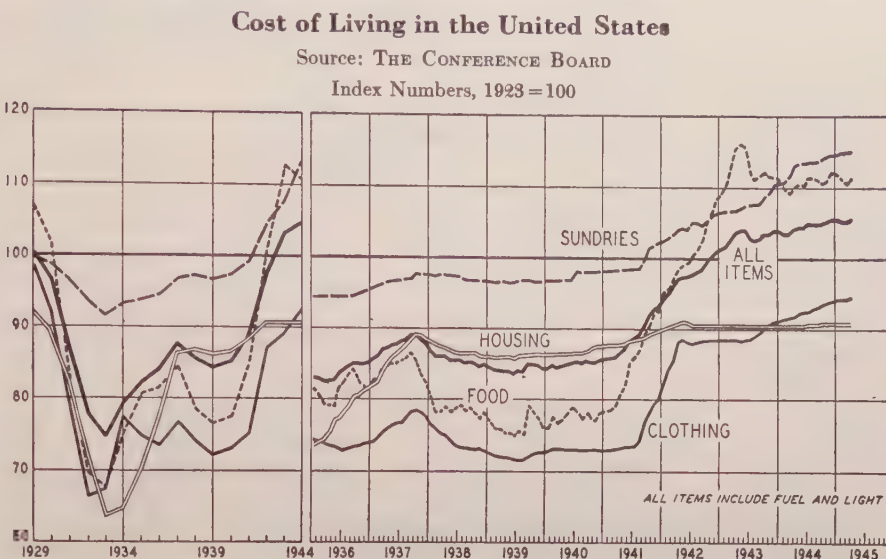
LIVING COSTS of wage earners' families increased 0.4% from March to April, as measured by THE CONFERENCE BOARD. The index now stands at 105.8 (1923=100) which is the highest all-items level reached during World War II and the highest since December, 1925.

The cost of all items rose 1.5% from April, 1944, to April, 1945. Since August, 1939, the month preceding the start of World War II, there has been a 26.0% increase, and since November, 1941, a rise of 13.9%. An increase of 23.0% has taken place since January, 1941, the base date of the Little Steel formula.

The purchasing value of the 1923 dollar was 94.5 cents in April, as compared with 94.9 cents in March and 96.0 cents in April a year ago.

FOOD COSTS RISE

An increase of 0.7% in food costs from March to April and of 0.3% in clothing and 0.1% in sundries more than offset a 0.1% decline in fuel and light. The rise in food costs was largely caused by sizable increases in the prices of fresh vegetables,



particularly white potatoes, cabbage, spinach and lettuce. Prices of chicken, apples and oranges have continued to advance.

The change in food prices in the first sixty-eight months of World War II (from September, 1939, to April, 1945) has been 40.9% compared with a change of 103.2% in the comparable period of World War I.

Clothing prices have advanced 0.3% since March, continuing the upward trend which began in June, 1943.

Forty-three of the sixty-three industrial cities surveyed by THE CONFERENCE BOARD in April show increases in the over-all index from March to April, as compared with twenty-one-cities in last month's survey.

These rises range from 0.1% in Chattanooga, Cincinnati, Huntington (West Virginia), Providence, St. Louis, Seattle and Spokane to 1.8% in Evansville, Los Angeles, with an increase of 1.2%, and Joliet, with an increase of 1.0%, also show significant rises. Declines, ranging from 0.1% in Baltimore, Dallas, Dayton, Fall River, Lansing, Omaha, and Wilmington (Delaware) to 0.4% in St. Paul, occurred in thirteen cities, while seven cities evidence no change from the March level.

Every city for which data are available shows an increase over the year.

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COST OF LIVING IN THE UNITED STATES, AND PURCHASING VALUE OF THE DOLLAR

Date	Weighted Average of All Items	Food	Housing ¹	Clothing			Fuel and Light			Sundries	Purchasing Value of Dollar		
				Total	Men's	Women's	Total ²	Electricity	Gas				
Index Numbers, 1923=100													
1944	April.....	104.2	110.1 ^a	90.8	91.9	101.6	82.2	95.9	67.0	94.6	113.1	96.0	
	May.....	104.6	110.6	90.8	92.3	101.8	82.8	95.9	67.0	94.6	113.5	95.6	
	June.....	104.5	110.5	90.8	92.5	101.8	83.1	95.7	67.0	94.6	113.5	95.7	
	July.....	105.0	111.7	90.9	92.5	101.9	83.1	95.7	66.9	94.5	113.6	95.2	
	August.....	105.0	111.6	90.9	93.0	102.1	83.9	95.7	66.9	94.5	113.6	95.2	
	September.....	105.0	111.3	90.9	93.2	102.3	84.0	95.8	66.9	94.5	113.8	95.2	
	October.....	105.0	110.8	91.0	93.6	102.4	84.8	95.8	66.9	94.5	114.2	95.2	
	November.....	105.3	111.1	91.0	93.9	102.9	84.8	95.8	66.9	94.5	114.6	95.0	
	December.....	105.7	112.3	91.0	94.0	103.0	84.9	95.8	66.9	94.5	114.8	94.6	
	1945	January.....	105.7	112.1	91.0	94.2	103.4	84.9	95.8	66.9	94.5	114.9	94.6
		February.....	105.5	111.2	91.0	94.3	103.6	84.9	96.1	66.9	94.5	115.1	94.8
		March.....	105.4	110.8 ^b	91.0	94.5	103.8	85.2	96.1	66.9	94.5	115.2	94.9
April.....		105.8	111.6 ^c	91.0	94.8	104.0	85.5	96.0	66.9	94.5	115.3	94.5	

Percentage Changes

Mar. 1945 to Apr. 1945.....	+0.4	+0.7	0	+0.3	+0.2	+0.4	-0.1	0	0	+0.1	-0.4
Apr. 1944 to Apr. 1945.....	+1.5	+1.4	+0.2	+3.2	+2.4	+4.0	+0.1	-0.1	-0.1	+1.9	-1.6

¹Since January, 1945, data on housing collected twice annually, May 15 and October 15.

²Includes fuel as well as electricity and gas.

^aBased on food price indexes of THE CONFERENCE BOARD for April 15, 1944.

^bBased on food price indexes for March 15, 1945.

^cBased on food price indexes for April 16, 1945.

COST OF LIVING IN 60 CITIES

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.

CITY	Index Numbers Jan., 1939 = 100			Percentage Changes	
	April 1945	Mar. 1945	April 1944	Mar. 1945 to April 1945	April 1944 to April 1945
Akron					
Food.....	145.5	145.0	148.0	+0.3	-1.7
Housing ¹	113.8	113.8	113.7	0	+0.1
Clothing.....	129.4	128.3	124.5	+0.9	+3.9
Fuel and light.....	112.7	112.5	111.4	+0.2	+1.2
Housefurnishings.....	120.8	120.2	118.4	+0.5	+2.0
Sundries.....	124.4	124.4	123.4	0	+0.8
Weighted Total.....	128.3	128.0	127.9	+0.2	+0.3
Atlanta					
Food.....	147.6	146.5	144.3 ^r	+0.8	+2.3
Housing ¹	99.2	99.2	99.2	0	0
Clothing.....	130.5	130.0	124.8	+0.4	+4.6
Fuel and light.....	113.1	113.1	112.5	0	+0.5
Housefurnishings.....	125.7	124.1	118.1	+1.3	+6.4
Sundries.....	119.9	119.9	117.2	0	+2.3
Weighted Total.....	125.7	125.3	122.9 ^r	+0.3	+2.3
Baltimore					
Food.....	148.0	147.9	146.0	+0.1	+1.4
Housing ¹	103.2	103.2	103.2	0	0
Clothing.....	134.2	134.8	127.9	-0.4	+4.9
Fuel and light.....	107.3	108.1	107.9	-0.7	-0.6
Housefurnishings.....	139.9	139.9	134.6	0	+3.9
Sundries.....	125.6	125.6	123.7	0	+1.5
Weighted Total.....	129.7	129.8	127.6	-0.1	+1.6
Birmingham					
Food.....	152.5	152.7	148.2	-0.1	+2.9
Housing ¹	105.7	105.7	105.7	0	0
Clothing.....	132.9	132.3	129.2	+0.5	+2.9
Fuel and light.....	102.4	102.4	103.3	0	-0.9
Housefurnishings.....	120.2	120.2	117.8	0	+2.0
Sundries.....	121.2	121.2	121.3	0	-0.1
Weighted Total.....	127.9	127.9	126.2	0	+1.3
Boston					
Food.....	135.0	136.0	134.1	-0.7	+0.7
Housing ¹	103.5	103.5	103.5	0	0
Clothing.....	129.8	129.5	127.7 ^r	+0.2	+1.6
Fuel and light.....	122.8	123.3	123.0	-0.4	-0.2
Housefurnishings.....	126.4	126.4	122.5	0	+3.2
Sundries.....	118.8	118.8	115.7	0	+2.7
Weighted Total.....	123.2	123.6	121.9	-0.3	+1.1
Bridgeport					
Food.....	137.8	139.2	136.2	-1.0	+1.2
Housing ¹	106.5	106.5	106.5	0	0
Clothing.....	129.4	129.1	128.3	+0.2	+0.9
Fuel and light.....	121.4	122.1	119.4	-0.6	+1.7
Housefurnishings.....	126.5	126.5	126.4	0	+0.1
Sundries.....	128.7	128.7	128.5	0	+0.2
Weighted Total.....	126.8	127.2	125.9	-0.3	+0.7
Buffalo					
Food.....	144.4	144.2	142.8	+0.1	+1.1
Housing ¹	112.3	112.3	112.4	0	-0.1
Clothing.....	129.0	129.0	126.3	0	+2.1
Fuel and light.....	110.4	111.1	110.5	-0.6	-0.1
Housefurnishings.....	129.4	129.4	129.9	0	-0.4
Sundries.....	126.3	126.3	126.6	0	-0.2
Weighted Total.....	128.6	128.6	127.9	0	+0.5
Chattanooga					
Food.....	155.3 ^r	155.1	154.9 ^r	+0.1	+0.3
Housing ¹	103.6	103.6	103.3	0	+0.3
Clothing.....	124.9	124.4	122.2	+0.4	+2.2
Fuel and light.....	100.7	100.7	99.1	0	+1.6
Housefurnishings.....	124.8	124.8	121.5	0	+2.7
Sundries.....	117.8	117.8	116.7	0	+0.9
Weighted Total.....	126.9	126.8	125.9 ^r	+0.1	+0.8
Chicago					
Food.....	144.4	142.6	141.7	+1.8	+1.9
Housing ¹	105.8	105.8	105.8	0	0
Clothing.....	133.6	133.3	128.6	+0.2	+3.9
Fuel and light.....	98.9	98.9	98.9	0	0
Housefurnishings.....	129.2	129.2	125.1	0	+3.3
Sundries.....	118.3	118.3	117.6	0	+0.6
Weighted Total.....	124.7	124.1	123.1	+0.5	+1.3
Cincinnati					
Food.....	137.0	136.6	139.9	+0.3	-2.1
Housing ¹	100.9	100.9	100.9	0	0
Clothing.....	138.8	139.1	134.9	-0.2	+2.9
Fuel and light.....	106.0	106.0	106.0	0	0
Housefurnishings.....	125.1	125.1	124.4	0	+0.6
Sundries.....	120.9	120.8	116.3	+0.1	+4.0
Weighted Total.....	124.2	124.1	123.4	+0.1	+0.6
Cleveland					
Food.....	137.7	137.5	138.3	+0.1	-0.4
Housing ¹	109.7	109.7	109.7	0	0
Clothing.....	136.7	135.9	132.5	+0.6	+3.2
Fuel and light.....	106.3	106.2	104.8	+0.1	+1.4
Housefurnishings.....	126.2	125.5	122.5	+0.6	+3.0
Sundries.....	128.8	128.8	120.2	0	+7.2
Weighted Total.....	127.2	127.0	124.1	+0.2	+2.5
Dallas					
Food.....	148.2	148.9	143.5	-0.5	+3.3
Housing ¹	105.6	105.6	105.6	0	0
Clothing.....	131.3	130.9	125.3	+0.3	+4.8
Fuel and light.....	89.1	89.1	89.1	0	0
Housefurnishings.....	129.3	129.3	127.9	0	+1.1
Sundries.....	121.6	121.5	120.3	+0.1	+1.1
Weighted Total.....	125.5	125.6	123.0	-0.1	+2.0
Dayton					
Food.....	143.9	144.4	142.8	-0.3	+0.8
Housing ¹	105.9	105.9	105.9	0	0
Clothing.....	124.3	125.0	122.5	-0.6	+1.5
Fuel and light.....	106.4	106.4	105.6	0	+0.8
Housefurnishings.....	135.9	134.8	128.2	+0.8	+6.0
Sundries.....	122.6	122.6	118.7 ^r	0	+3.3
Weighted Total.....	126.0	126.1	123.8 ^r	-0.1	+1.8
Denver					
Food.....	142.8	142.2	143.4 ^r	+0.4	-0.4
Housing ¹	105.6	105.6	105.6	0	0
Clothing.....	132.0	131.8	128.2	+0.2	+3.0
Fuel and light.....	101.3	101.3	101.4	0	-0.1
Housefurnishings.....	126.8	126.8	125.8	0	+0.8
Sundries.....	120.0	118.1 ^r	115.5 ^r	+1.6	+3.9
Weighted Total.....	124.8	124.0 ^r	123.2 ^r	+0.6	+1.3
Des Moines					
Food.....	135.4	136.5	136.7	-0.8	-1.0
Housing ¹	105.3	105.3	105.3	0	0
Clothing.....	139.4	138.0	131.5	+1.0	+6.0
Fuel and light.....	120.9	120.9	120.9	0	0
Housefurnishings.....	125.7	125.7	125.9	0	-0.2
Sundries.....	120.5	120.6	119.0 ^r	-0.1	+1.3
Weighted Total.....	124.3	124.5	123.3	-0.2	+0.8
Detroit					
Food.....	150.1	146.8	145.1	+2.2	+3.4
Housing ¹	107.0	107.0	107.0	0	0
Clothing.....	136.0	135.5	130.9 ^r	+0.4	+3.9
Fuel and light.....	113.5	114.0	111.4	-0.4	+1.9
Housefurnishings.....	126.2	126.2	123.8 ^r	0	+1.9
Sundries.....	130.8	130.8	127.0	0	+3.0
Weighted Total.....	131.0	130.0	127.7 ^r	+0.8	+2.6

¹Rents surveyed twice annually, May 15, and October 15. It is assumed that no change has occurred since January 15.
²Revised data; not strictly comparable with previously published indexes. Back figures available upon request.

^rRevised.

COST OF LIVING IN 60 CITIES—Continued

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.

CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	April 1945	Mar. 1945	April 1944	Mar. 1945 to April 1945	April 1944 to April 1945
Duluth					
Food.....	138.8	137.9 _r	133.6	+0.7	+3.9
Housing ¹	100.2	100.2	100.2	0	0
Clothing.....	138.7	137.8	134.5	+0.7	+3.1
Fuel and light.....	107.5	107.5	107.1	0	+0.4
Housefurnishings.....	142.8	142.7	135.9	+0.1	+5.1
Sundries.....	120.1	120.1	117.8	0	+2.4
Weighted Total.....	124.9	124.5 _r	121.7	+0.3	+2.6
Erie, Pa.					
Food.....	150.9	150.8	152.3	+0.1	-0.9
Housing ¹	110.1	110.1	109.9	0	+0.2
Clothing.....	146.5	146.4	136.0	+0.1	+7.7
Fuel and light.....	113.1	113.8	113.5	-0.6	-0.4
Housefurnishings.....	131.5	131.2	130.0	+0.2	+1.2
Sundries.....	130.8	130.7	125.6	+0.1	+4.1
Weighted Total.....	133.1	133.1	131.2	0	+1.4
Fall River					
Food.....	136.0	136.3	134.6	-0.2	+1.0
Housing ¹	104.3	104.3	104.3	0	0
Clothing.....	136.6	136.5	133.6	+0.1	+2.2
Fuel and light.....	117.0	117.2	116.7	-0.2	+0.3
Housefurnishings.....	119.9	120.4	114.7	-0.4	+4.5
Sundries.....	127.0	127.0	123.4 _r	0	+2.9
Weighted Total.....	126.1	126.2	124.1 _r	-0.1	+1.6
Front Royal, Va.					
Food.....	163.4	162.8	n.a.	+0.4	n.a.
Housing ¹	107.3	107.3	n.a.	0	n.a.
Clothing.....	147.1	147.1	n.a.	0	n.a.
Fuel and light.....	112.2	112.2	n.a.	0	n.a.
Housefurnishings.....	132.4	132.4	n.a.	0	n.a.
Sundries.....	118.1	118.1	n.a.	0	n.a.
Weighted Total.....	130.8	130.6	n.a.	+0.2	n.a.
Grand Rapids					
Food.....	149.5	147.4	143.8	+1.4	+4.0
Housing ¹	106.5	106.5	106.5	0	0
Clothing.....	139.6	139.0 _r	132.6	+0.4	+5.3
Fuel and light.....	111.4	112.0	110.6	-0.5	+0.7
Housefurnishings.....	143.4	143.4	138.6	0	+3.5
Sundries.....	126.3	126.3	125.1	0	+1.0
Weighted Total.....	130.8	130.1 _r	127.7	+0.5	+2.4
Green Bay, Wis.					
Food.....	136.3	135.0	134.3	+1.0	+1.5
Housing ¹	102.8	102.8	102.8	0	0
Clothing.....	139.9	138.5	131.5 _r	+1.0	+6.4
Fuel and light.....	108.0	108.0	108.2	0	-0.2
Housefurnishings.....	128.7	127.8	126.3	+0.7	+1.9
Sundries.....	120.9	120.9	120.4	0	+0.4
Weighted Total.....	124.2	123.6	122.3	+0.5	+1.6
Houston					
Food.....	141.6	140.8	140.8	+0.6	+0.6
Housing ¹	105.7	105.7	105.7	0	0
Clothing.....	129.6	128.8	126.1	+0.6	+2.8
Fuel and light.....	84.8	84.8	84.8	0	0
Housefurnishings.....	119.6	119.7	115.1	-0.1	+3.9
Sundries.....	122.1	122.1	118.7	0	+2.9
Weighted Total.....	123.6	123.3	121.5	+0.2	+1.7
Huntington, W. Va.					
Food.....	146.1	146.0 _r	143.5	+0.1	+1.8
Housing ¹	111.7	111.7	111.7	0	0
Clothing.....	130.1	130.2	126.3 _r	-0.1	+3.0
Fuel and light.....	100.0	100.0	100.0	0	0
Housefurnishings.....	132.7	132.1	129.5	+0.5	+2.5
Sundries.....	129.5	129.5	117.2	0	+10.5
Weighted Total.....	131.1	131.0 _r	125.5	+0.1	+4.5
Indianapolis					
Food.....	149.3	145.4	143.3	+2.7	+4.2
Housing ¹	107.9	107.9	107.9	0	0
Clothing.....	128.4	128.0	125.2	+0.3	+2.6
Fuel and light.....	112.0	112.0	111.1	0	+0.8
Housefurnishings.....	125.3	125.2	125.0	+0.1	+0.2
Sundries.....	126.9	126.9	123.0	0	+3.2
Weighted Total.....	129.3	128.1	125.9	+0.9	+2.7
Kansas City, Mo.					
Food.....	134.5	133.4	132.5	+0.8	+1.5
Housing ¹	105.5	105.5	105.2	0	+0.3
Clothing.....	133.2	133.2	126.7	0	+5.1
Fuel and light.....	109.5	109.5	109.8	0	-0.8
Housefurnishings.....	123.0	123.0	122.7	0	+0.2
Sundries.....	128.0	127.9	125.4	+0.1	+2.1
Weighted Total.....	125.3	125.0	123.2	+0.2	+1.7
Lansing					
Food.....	168.2	168.1	162.9	+0.1	+3.3
Housing ¹	98.0	98.0	98.0	0	0
Clothing.....	129.2	129.2	127.7 _r	0	+1.2
Fuel and light.....	104.9	105.7	105.3	-0.8	-0.4
Housefurnishings.....	135.2	135.4 _r	133.1	-0.1	+1.6
Sundries.....	129.8	129.8	128.2	0	+1.2
Weighted Total.....	132.2	132.3	130.1 _r	-0.1	+1.6
Los Angeles					
Food.....	153.3	148.6	145.0	+3.2	+5.7
Housing ¹	106.2	106.2	104.6	0	+1.5
Clothing.....	125.6	125.1	123.7	+0.4	+1.5
Fuel and light.....	93.4	93.4	93.4	0	0
Housefurnishings.....	120.7	120.7	120.6	0	+0.1
Sundries.....	123.0	123.0	122.1	0	+0.7
Weighted Total.....	128.0	126.5	124.7	+1.2	+2.6
Louisville					
Food.....	143.1	142.7	143.5	+0.3	-0.3
Housing ¹	103.9	103.9	103.9	0	0
Clothing.....	130.8	130.5	122.8	+0.2	+6.5
Fuel and light.....	113.4	113.4	113.4	0	0
Housefurnishings.....	128.3	128.3 _r	130.7	0	-1.8
Sundries.....	123.2	123.2	114.1	0	+8.0
Weighted Total.....	127.2	127.0 _r	124.2	+0.2	+2.4
Macon					
Food.....	148.2	147.6 _r	148.0 _r	+0.4	+0.1
Housing ¹	113.9	113.9	115.9	0	-1.7
Clothing.....	132.4	132.4	126.2	0	+4.9
Fuel and light.....	101.9	101.9	101.5	0	+0.4
Housefurnishings.....	137.3	137.3	134.3	0	+2.2
Sundries.....	125.8	125.7	125.6	+0.1	+0.2
Weighted Total.....	131.4	131.2	130.5 _r	+0.2	+0.7
Meadville, Pa.²					
Food.....	n.a.	n.a.	143.9	n.a.	n.a.
Housing ¹	n.a.	n.a.	110.8	n.a.	n.a.
Clothing.....	n.a.	n.a.	118.8 _r	n.a.	n.a.
Fuel and light.....	n.a.	n.a.	112.1	n.a.	n.a.
Housefurnishings.....	n.a.	n.a.	134.1	n.a.	n.a.
Sundries.....	n.a.	n.a.	125.7	n.a.	n.a.
Weighted Total.....	n.a.	n.a.	126.4 _r	n.a.	n.a.
Memphis					
Food.....	155.2	153.7 _r	153.5	+1.0	+1.1
Housing ¹	108.4	108.4	109.4	0	-0.9
Clothing.....	137.8	137.0	132.6	+0.6	+3.9
Fuel and light.....	98.4	98.4	98.6	0	-0.2
Housefurnishings.....	130.2	130.2	129.1	0	+0.9
Sundries.....	114.3	114.3	113.6	0	+0.6
Weighted Total.....	127.1	126.6	125.9	+0.4	+1.0

¹Rents surveyed twice annually, May 15 and October 15. It is assumed that no change has occurred since January 15.

²Compilation of indexes temporarily discontinued.

n.a. Not available.

r Revised.

COST OF LIVING IN 60 CITIES—Continued

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level of standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.

CITY	Index Numbers Jan., 1939 = 100			Percentage Changes	
	April 1945	Mar. 1945	April 1944	Mar. 1945 to April 1945	April 1944 to April 1945
Milwaukee					
Food.....	140.1	140.1	140.1	0	0
Housing ¹	103.4	103.4	103.4	0	0
Clothing.....	139.2	139.5	133.1	-0.2	+4.6
Fuel and light.....	110.5	110.5	109.5	0	+0.9
Housefurnishings.....	129.1	129.1	127.6	0	+1.2
Sundries.....	122.7	122.7	120.9	0	+1.5
Weighted Total.....	125.1	125.1	123.8	0	+1.1
Minneapolis					
Food.....	149.1	148.8	146.4	+0.2	+1.8
Housing ¹	103.7	103.7	103.7	0	0
Clothing.....	136.1	136.1	132.5	0	+2.7
Fuel and light.....	103.8	103.8	103.9	0	-0.1
Housefurnishings.....	125.1	125.0	121.9	+0.1	+2.6
Sundries.....	123.7	124.0	120.9	-0.2	+2.3
Weighted Total.....	127.3	127.3	125.2	0	+1.7
Muskegon					
Food.....	163.8	163.0	159.0	+0.5	+3.0
Housing ¹	115.2	115.2	115.2	0	0
Clothing.....	131.3	131.3	130.5	0	+0.6
Fuel and light.....	115.5	115.5	114.6	0	+0.8
Housefurnishings.....	121.9	121.9	120.6	0	+1.1
Sundries.....	121.7	121.5	118.8	+0.2	+2.4
Weighted Total.....	132.8	132.5	130.4	+0.2	+1.8
Newark					
Food.....	137.7	136.7	133.1	+0.7	-0.3
Housing ¹	101.4	101.4	101.4	0	0
Clothing.....	128.5	128.3	125.9	+0.2	+2.1
Fuel and light.....	102.7	103.1	106.1	-0.4	-3.2
Housefurnishings.....	133.9	133.9	131.7	0	+1.7
Sundries.....	119.7	119.7	119.1	0	+0.5
Weighted Total.....	123.3	122.9	123.1	+0.3	+0.2
New Haven					
Food.....	135.5	135.7	133.5	-0.1	+1.5
Housing ¹	105.3	105.3	105.3	0	0
Clothing.....	130.8	130.9	125.6	-0.1	+4.1
Fuel and light.....	112.2	112.2	111.6	0	+0.5
Housefurnishings.....	128.2	128.2	124.4	0	+3.1
Sundries.....	111.8	111.8	111.4	0	+0.4
Weighted Total.....	120.6	120.6	119.2	0	+1.2
New Orleans					
Food.....	149.2	148.7	145.9	+0.3	+2.3
Housing ¹	110.5	110.5	110.6	0	-0.1
Clothing.....	134.0	133.7	132.1	+0.2	+1.4
Fuel and light.....	85.7	85.7	85.7	0	0
Housefurnishings.....	124.3	124.6	124.2	-0.2	+0.1
Sundries.....	123.5	122.5	118.6	+0.8	+4.1
Weighted Total.....	130.2	129.7	127.5	+0.4	+2.1
New York					
Food.....	139.6	138.9	139.4	+0.5	+0.1
Housing ¹	100.8	100.8	100.8	0	0
Clothing.....	135.5	135.2	133.0	+0.2	+1.9
Fuel and light.....	107.3	107.3	107.7	0	-0.4
Housefurnishings.....	132.9	132.7	129.4	+0.2	+2.7
Sundries.....	123.9	123.8	120.8	+0.1	+2.6
Weighted Total.....	125.3	125.0	124.2	+0.2	+0.9
Omaha					
Food.....	148.5	148.8	146.1	-0.2	+1.6
Housing ¹	100.6	100.6	100.6	0	0
Clothing.....	130.3	129.9	126.1	+0.3	+3.3
Fuel and light.....	107.0	107.0	106.8	0	+0.2
Housefurnishings.....	145.5	145.5	136.3	0	+6.7
Sundries.....	123.2	123.2	121.1	0	+1.7
Weighted Total.....	127.0	127.1	124.8	-0.1	+1.8
Parkersburg, W. Va.					
Food.....	144.3	142.7	142.3	+1.1	+1.4
Housing ¹	104.2	104.2	104.2	0	0
Clothing.....	125.4	125.3	124.9	+0.1	+0.4
Fuel and light.....	94.6	94.6	94.6	0	0
Housefurnishings.....	133.1	133.0	126.8	+0.1	+5.0
Sundries.....	118.1	118.1	116.5	0	+1.4
Weighted Total.....	126.0	125.4	124.4	+0.5	+1.3
Philadelphia					
Food.....	137.6	136.9	137.3	+0.5	+0.2
Housing ¹	102.7	102.7	102.9	0	-0.2
Clothing.....	133.7	133.5	128.9	+0.1	+3.7
Fuel and light.....	110.8	111.7	111.5	-0.8	-0.6
Housefurnishings.....	128.9	128.9	121.2	0	+6.4
Sundries.....	125.6	125.6	125.1	0	+0.4
Weighted Total.....	126.2	126.0	125.2	+0.2	+0.8
Pittsburgh					
Food.....	140.8	139.7	141.1	+0.8	-0.2
Housing ¹	105.7	105.7	105.7	0	0
Clothing.....	130.6	130.6	128.3	0	+1.8
Fuel and light.....	110.3	110.3	110.3	0	0
Housefurnishings.....	119.7	119.7	118.1	0	+1.4
Sundries.....	120.3	120.3	118.9	0	+1.2
Weighted Total.....	124.6	124.2	124.0	+0.3	+0.5
Portland, Ore.					
Food.....	147.8	144.4	142.1	+2.4	+4.0
Housing ¹	110.0	110.0	110.0	0	0
Clothing.....	141.4	141.3	137.3	+0.1	+3.0
Fuel and light.....	124.9	124.9	124.9	0	0
Housefurnishings.....	123.9	123.9	120.6	0	+2.7
Sundries.....	117.1	117.1	118.4	0	-1.1
Weighted Total.....	128.7	127.7	126.8	+0.8	+1.5
Providence					
Food.....	146.1	145.8	138.8	+0.2	+5.3
Housing ¹	103.3	103.3	103.3	0	0
Clothing.....	135.2	134.7	132.3	+0.4	+2.2
Fuel and light.....	114.1	114.5	115.6	-0.3	-1.3
Housefurnishings.....	126.2	126.2	126.2	0	0
Sundries.....	125.9	125.9	120.2	0	+4.7
Weighted Total.....	127.8	127.7	123.8	+0.1	+3.2
Richmond					
Food.....	156.3	157.5	154.4	-0.8	+1.2
Housing ¹	103.1	103.1	103.1	0	0
Clothing.....	131.2	131.1	129.1	+0.1	+1.6
Fuel and light.....	104.8	104.8	105.4	0	-0.6
Housefurnishings.....	121.2	121.2	121.2	0	0
Sundries.....	119.9	119.9	117.1	0	+2.4
Weighted Total.....	127.9	128.2	126.2	-0.2	+1.3
Roanoke, Va.					
Food.....	148.2	147.5	150.9	+0.5	-1.8
Housing ¹	121.6	121.6	120.3	0	+1.1
Clothing.....	133.6	133.3	131.0	+0.2	+2.0
Fuel and light.....	107.9	107.9	107.3	0	+0.6
Housefurnishings.....	124.0	123.2	121.9	+0.6	+1.7
Sundries.....	123.6	123.6	121.6	0	+1.6
Weighted Total.....	130.5	130.2	130.0	+0.2	+0.4
Rochester					
Food.....	145.6	145.7	143.7	-0.1	+1.3
Housing ¹	103.9	103.9	103.9	0	0
Clothing.....	132.0	131.3	130.0	+0.5	+1.5
Fuel and light.....	117.9	118.6	118.4	-0.6	-0.4
Housefurnishings.....	139.0	139.0	135.8	0	+2.4
Sundries.....	128.8	128.7	127.0	+0.1	+1.4
Weighted Total.....	128.1	128.1	126.8	0	+1.0

¹Rents surveyed twice annually, May 15 and October 15. It is assumed that no change has occurred since January 15.

^rRevised.

COST OF LIVING IN 60 CITIES—Continued

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.

CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	April 1945	Mar. 1945	April 1944	Mar. 1945 to April 1945	April 1944 to April 1945
Rockford, Ill.					
Food.....	146.7	143.6	144.2	+2.2	+1.7
Housing ¹	138.1	138.1	138.0	0	+0.1
Clothing.....	129.6	129.3	124.9	+0.2	+3.8
Fuel and light.....	113.8	113.8	113.6	0	+0.2
Housefurnishings.....	131.3	131.3	131.2	0	+0.1
Sundries.....	122.7	122.4	121.0	+0.2	+1.4
Weighted Total.....	133.2	132.1	131.5	+0.8	+1.3
Sacramento					
Food.....	148.5	146.5	145.0	+1.4	+2.4
Housing ¹	104.1	104.1	104.1	0	0
Clothing.....	140.9	140.6	135.4	+0.2	+4.1
Fuel and light.....	80.8	80.8	80.8	0	0
Housefurnishings.....	147.5	147.5	141.2	0	+4.5
Sundries.....	125.0	123.4	120.9	+1.3	+3.4
Weighted Total.....	128.9	127.7	125.7	+0.9	+2.5
St. Louis					
Food.....	144.2	144.1	145.5	+0.1	-0.9
Housing ¹	105.8	105.8	105.8	0	0
Clothing.....	130.0	129.6	126.8	+0.3	+2.5
Fuel and light.....	115.5	115.5	114.5	0	+0.9
Housefurnishings.....	118.9	118.8	118.2	+0.1	+0.6
Sundries.....	117.6	117.7	116.1	-0.1	+1.3
Weighted Total.....	125.6	125.5	125.2	+0.1	+0.3
St. Paul					
Food.....	141.1	141.7	140.5	-0.4	+0.4
Housing ¹	100.9	100.9	100.9	0	0
Clothing.....	126.7	126.4	122.8	+0.2	+3.2
Fuel and light.....	106.6	106.6	106.0	0	+0.6
Housefurnishings.....	124.2	127.8	126.2	-2.8	-1.6
Sundries.....	121.5	122.1	120.8	-0.5	+0.6
Weighted Total.....	123.1	123.6	122.4	-0.4	+0.6
San Francisco - Oakland					
Food.....	147.0	145.8	145.3	+0.8	+1.2
Housing ¹	100.9	100.9	100.9	0	0
Clothing.....	136.5	136.7	130.4	-0.1	+4.7
Fuel and light.....	89.9	89.9	89.6	0	+0.3
Housefurnishings.....	124.2	124.2	118.6	0	+4.7
Sundries.....	124.2	124.2	122.2	0	+1.6
Weighted Total.....	127.7	127.4	125.6	+0.2	+1.7
Seattle					
Food.....	152.2	151.8	147.4	+0.3	+3.3
Housing ¹	106.5	106.5	106.5	0	0
Clothing.....	131.5	131.5	126.0	0	+4.4
Fuel and light.....	109.4	109.3	108.6	+0.1	+0.7
Housefurnishings.....	121.0	121.0	121.2	0	-0.2
Sundries.....	121.2	121.2	120.4	0	+0.7
Weighted Total.....	129.0	128.9	126.6	+0.1	+1.9
Spokane					
Food.....	143.0	142.7	138.4	+0.2	+3.3
Housing ¹	102.0	102.0	102.0	0	0
Clothing.....	124.3	124.3	123.6	0	+0.6
Fuel and light.....	134.3	134.3	133.9	0	+0.3
Housefurnishings.....	132.7	132.7	132.7	0	0
Sundries.....	120.2	120.1	117.7	+0.1	+2.1
Weighted Total.....	127.0	126.9	124.7	+0.1	+1.8
Syracuse					
Food.....	141.3	141.0	140.0	+0.2	+0.9
Housing ¹	116.2	116.2	116.2	0	0
Clothing.....	133.2	132.8	131.1	+0.3	+1.6
Fuel and light.....	115.4	115.9	114.6	-0.4	+0.7
Housefurnishings.....	130.6	130.6	132.3	0	-1.3
Sundries.....	120.0	120.0	118.9	0	+0.9
Weighted Total.....	126.9	126.7	125.9	+0.2	+0.8
Toledo					
Food.....	145.3	144.0	141.1	+0.9	+3.0
Housing ¹	113.0	113.0	113.0	0	0
Clothing.....	131.7	131.3	124.5	+0.3	+5.8
Fuel and light.....	107.7	107.9	107.4	-0.2	+0.3
Housefurnishings.....	122.7	123.6	123.0	-0.7	-0.2
Sundries.....	129.2	129.2	127.7	0	+1.2
Weighted Total.....	129.7	129.3	127.2	+0.3	+2.0
Wausau, Wis.					
Food.....	155.4	154.4	150.2	+0.6	+3.5
Housing ¹	102.7	102.7	102.7	0	0
Clothing.....	143.7	143.1	134.8	+0.4	+6.6
Fuel and light.....	109.3	109.3	109.2	0	+0.1
Housefurnishings.....	125.2	125.6	125.7	-0.3	-0.4
Sundries.....	117.1	117.1	116.3	0	+0.7
Weighted Total.....	128.3	127.9	125.6	+0.3	+2.1
Wilmington, Del.					
Food.....	138.6	138.8	137.5	-0.1	+0.8
Housing ¹	104.5	104.5	104.6	0	-0.1
Clothing.....	132.6	132.2	130.0	+0.3	+2.0
Fuel and light.....	104.8	105.4	105.3	-0.6	-0.5
Housefurnishings.....	126.2	126.2	120.5	0	+4.7
Sundries.....	116.2	116.2	116.6	0	-0.3
Weighted Total.....	124.1	124.2	123.2	-0.1	+0.7
Youngstown					
Food.....	154.0	153.5	149.9	+0.3	+2.7
Housing ¹	105.6	105.6	105.6	0	0
Clothing.....	145.6	145.0	138.3	+0.4	+5.3
Fuel and light.....	106.7	106.7	106.7	0	0
Housefurnishings.....	149.6	143.4	132.7	+4.3	+12.7
Sundries.....	116.8	116.8	114.9	0	+1.7
Weighted Total.....	130.3	129.8	126.9	+0.4	+2.7

¹Rents surveyed twice annually, May 15, and October 15. It is assumed that no change has occurred since January 15.

^rRevised.

PERCENTAGE CHANGES, COST OF LIVING IN 4 CITIES

CITY	Mar. 1945 to April 1945	April 1944 to April 1945	CITY	Mar. 1945 to April 1945	April 1944 to April 1945	CITY	Mar. 1945 to April 1945	April 1944 to April 1945	CITY	Mar. 1945 to April 1945	April 1944 to April 1945
Evansville, Ind.			Joliet, Ill.²			Lewistown, Pa.			Trenton, N. J.		
Food.....	+0.3	+1.0	Food.....	+0.7	+0.9	Food.....	-0.7	+1.5	Food.....	+0.1	+1.5
Housing ¹	0	0	Housing ¹	0	0	Housing ¹	0	0	Housing ¹	0	+0.3
Clothing.....	+0.1	+4.8	Clothing.....	+1.2	+4.4	Clothing.....	+0.3	+7.7	Clothing.....	+0.7	+6.6
Fuel and light.....	0	+0.1	Fuel and light.....	+0.1	+2.3	Fuel and light.....	+0.2	+3.5	Fuel and light.....	-0.6	-2.5
Housefurnishings.....	+0.4	+2.0	Housefurnishings.....	0	+4.5	Housefurnishings.....	0	+0.3	Housefurnishings.....	+0.1	+1.9
Sundries.....	+5.5	+7.3	Sundries.....	+1.8	+2.8	Sundries.....	0	+1.6	Sundries.....	0	+11.3
Weighted Total.....	+1.8	+3.3	Weighted Total.....	+1.0	+2.1	Weighted Total.....	-0.2	+2.1	Weighted Total.....	+0.2	+4.2

¹Rents surveyed twice annually, May 15, and October 15. It is assumed that no change has occurred since January 15.

²Includes Lockport and Rockdale.

Strikes and Turnover Rates

AN IMPORTANT development on the labor front during April was the series of strikes in the coal industry and the completion and signing of new contracts by management and labor.

By ordering extension of the soft-coal contract, which expired on March 31, the WPB temporarily averted a full-scale coal strike, with John L. Lewis agreeing to one month's extension.

On April 1, the miners celebrated John Mitchell Day, a holiday according to the old contract. By April 3, however, 80,000 of the 400,000 bituminous-coal miners still had not returned to the mines. In western

Pennsylvania alone, 27,450 miners were idle at forty-seven mines. On April 4, pickets appeared at many mines, and Mr. Lewis presented his thirty proposals, including a 25% wage increase, a ten-cents-a-ton royalty, increase in vacation allowance from \$50 to \$75, full time for travel time, equipment to be furnished by operators, and elimination of a physical examination in hiring or rehiring employees.

Wildcat strikes were in progress on April 5 at more than 200 mines in Pennsylvania, Virginia, West Virginia, Illinois, Indiana, Kentucky and Ohio. The WLB

notified Lewis that they would be seized and operated by the government unless the workers returned promptly. The number of workers idle continued to increase. Among the steel companies affected by the loss in coal production were the Carnegie-Illinois Steel Corporation, Jones & Laughlin Steel Corporation, National Tube Company, Republic Steel Corporation, and the Weirton Steel Corporation.

Although a tentative agreement between the union and the operators was reached on April 9, Secretary of the Interior Ickes on the following day seized 235 mines in Pennsylvania, Ohio, Tennessee, Virginia,

STRIKES, TURNOVER RATES AND PRODUCTION

Date	All Occupations			Manufacturing						
	Strikes ¹			Production ² (1935-1939 =100)	Turnover Rate per 100 Employees ³					Accessions ⁷
	Beginning in Period		Man Days Idle During Period (Thousand)		Separations ⁴					
	Number	Workers Involved (Thousand)			Total	Quits ⁴	Miscella- neous ⁴	Discharges ⁵	Layoffs ⁶	
1930.....	637	183	3,317	90	59.65	18.64		5.04	35.97	37.02
1931.....	810	342	6,893	74	48.38	11.39		2.72	34.27	36.59
1932.....	841	324	10,502	57	51.98	8.34		1.96	41.68	39.82
1933.....	1,695	1,168	16,872	68	45.38	10.66		2.49	32.23	65.20
1934.....	1,856	1,467	19,592	74	49.17	10.67		2.24	36.26	56.91
1935.....	2,014	1,117	15,456	87	42.74	10.37		2.29	30.08	50.05
1936.....	2,172	789	13,902	104	40.35	13.02		2.63	24.70	52.16
1937.....	4,740	1,861	28,425	113	53.11	14.97		2.38	35.76	42.59
1938.....	2,772	688	9,148	87	49.22	7.46		1.29	40.47	46.16
1939.....	2,613	1,171	17,812	109	37.71	9.52		1.52	26.67	48.85
1940.....	2,508	577	6,701	126	40.27	10.93	1.61	1.84	25.89	52.72
1941.....	4,288	2,363	23,048	168	46.68	23.63	4.15	3.04	15.86	64.51
1942.....	2,968	840	4,183	212	77.66	45.09	15.04	4.66	12.87	91.62
1943.....	3,752	1,981	13,501	258	86.86	62.11	10.56	7.12	7.07	89.64
1944.....	rp5,041	rp2,019	rp8,325	252	rp81.8	rp61.0	5.9	7.7	7.2	73.0
1944 January.....	330	113	710	259	6.7	4.6	.6	.7	.8	6.5
February.....	340	146	459	259	6.6	4.6	.6	.6	.8	5.5
March.....	rp386	rp135	rp441	257	7.4	5.0	.8	.7	.9	5.8
April.....	435	155	580	255	6.8	4.9	.7	.6	.6	5.5
May.....	610	290	1,400	252	7.1	5.3	.7	.6	.5	6.4
June.....	500	155	680	252	7.1	5.4	.5	.7	.5	7.6
July.....	470	145	680	248	6.6	5.0	.4	.7	.5	6.3
August.....	485	190	935	251	7.8	6.2	.4	.7	.5	6.3
September.....	390	185	660	249	7.6	6.1	.3	.6	.6	6.1
October.....	440	220	690	250	6.4	5.0	.3	.6	.5	6.0
November.....	375	200	710	248	6.0	4.6	.3	.6	.5	6.1
December.....	280	85	380	248	5.7	4.3	.3	.6	.5	4.9
1945 January.....	240	44	228	247	6.2	4.6	.3	.7	.6	7.0
February.....	310	109	412	rp250	6.0	4.3	.3	.7	.7	rp5.0
March.....	p400	p210	p860	p250	p6.8	p5.0	p.4	p.7	p.7	p4.8

NOTE: For back figures, see *The Conference Board Management Record*, June, 1944, p. 170.

¹United States Bureau of Labor Statistics.

²Federal Reserve annual production data are averages of monthly figures.

³A separation is a termination of employment of any of the following kinds: quit, layoff, discharge, or miscellaneous. Transfers from one plant to another of the same company are not considered as accessions or separations.

⁴A quit is a termination of employment, generally initiated by the worker because of his desire to leave, but sometimes due to his physical incapacity. Beginning with January, 1940, separate rates were computed for miscellaneous separations; i. e., separations due to death, permanent disability, retirements on pensions, and similar reasons. Beginning with September, 1940, workers leaving to enter the Army or Navy were included in miscellaneous separations.

⁵A discharge is a termination of employment at the will of the employer, with prejudice to the worker because of some fault on the part of the worker.

⁶A layoff is a termination of employment at the will of the employer, without prejudice to the worker and of a temporary, indeterminate, or permanent nature. However, a short, definite layoff with the name of the worker remaining on the payroll is not counted as a separation.

⁷An accession is the hiring of a new employee or the rehiring of an old employee. Transfers from one plant to another of the same company are not considered as accessions or separations.

⁸Data on turnover rates since January, 1943, are not strictly comparable with previously released data. The rates now refer to all employees rather than wage earners only.

pPreliminary

n.a.Not available.

rRevised.

LABOR DISPUTES ORIGINATING IN APRIL, 1945

Incomplete report based on information appearing in the press

Organization Affected	Union	Location	Date Begun	Date Ended	Number of Workers Affected	
Manufacturing, Building, and Mining						
Aluminum Company of America ¹	n.a.	Monroe, Mich.	4/28	..	400	¹ Extrusion Department.
Aluminum Company of America ¹	n.a.	New Kensington, Pa.	8	..	300	² Page Steel & Wire Division.
American Chain and Cable Company, Inc. ²	CIO	Monessen, Pa.	20	..	1,000	³ Detroit Gear Division.
American Metal Products	n.a.	Detroit, Mich.	17	..	1,110	⁴ Norge Division.
American Wine Company	CIO	St. Louis, Mo.	17	4/18	60	⁵ Irvin Works.
Armstrong Cork Company	n.a.	Beaver Falls, Pa.	18	19	50	⁶ Hostess Cake Kitchen and Wonder Bread Division.
Automatic Products Company	CIO	Detroit, Mich.	25	30	130	⁷ Core and molding departments.
Borg-Warner Corporation ³	CIO	Detroit, Mich.	10	13	1,175a	⁸ Lambert-St. Louis Field and Union Boulevard plants.
Borg-Warner Corporation ⁴	AFL	Muskegon, Mich.	5	..	1,200	⁹ Willow Run Bomber plant.
Borg-Warner Corporation ⁴	n.a.	Muskegon, Mich.	11	..	b	¹⁰ Assemblers at the Willow Run Bomber plant.
Campbell, Wyant & Cannon Foundry Company	CIO	Muskegon, Mich.	27	5/4	902c	¹¹ Production and construction workers at the Madison Ordnance Reclamation Center.
Carnegie-Illinois Steel Corporation ⁵	CIO	Clairton, Pa.	6	4/11	686d	¹² Two plants.
Cities Service Company	AFL	Lake Charles, La.	9	19e	1,500f	¹³ Plants No. 1, 2 and 3.
Colonial Broach Company	n.a.	Detroit, Mich.	19	23	350	¹⁴ General Spring Bumper Division.
Combustion Engineering Company, Inc.	AFL	St. Louis, Mo.	13	19	160	¹⁵ Plants affected were: Military Avenue and McGraw Avenue, and one near Plymouth, Mich.
Continental Baking Company ⁶	AFL	Detroit, Mich.	11	..	535	¹⁶ Plant No. 3.
Continental Motors Corporation	n.a.	Detroit, Mich.	9	11	7,500g	¹⁷ Aircraft Division.
The Cooper Alloy Foundry Company ⁷	AFL	Hillside, N. J.	20	23	100	¹⁸ No. 2 Mine.
Cramp Shipbuilding Company	CIO	Philadelphia, Pa.	17	24	n.a.	¹⁹ Four plants.
Curtiss-Wright Corporation ⁸	AFL	St. Louis, Mo.	23	30	5,500	²⁰ Freight handlers.
Darling & Company	AFL	East St. Louis, Ill.	25	..	220h	²¹ Kitchen and dining room employees.
Draper Motors	CIO	Detroit, Mich.	7	..	250	²² New York City and Westchester and Nassau Counties.
Federal Mogul Corporation	CIO	Detroit, Mich.	9	10	1,200	^a Strike of 700 employees caused two plants to close.
Ford Motor Company ⁹	CIO	Detroit, Mich.	12	16	7,000i	^b Strike of women office workers closed the entire plant—1,200 men refused to pass through their picket line.
Ford Motor Company ¹⁰	CIO	Detroit, Mich.	16	17	200	^c Strike of 102 workers in the heat treat department caused 800 others to be idle.
Ford Motor Company ¹⁰	CIO	Detroit, Mich.	17j	17	200k	^d Strike of 167 employees made 519 other workers idle.
George A. Fuller Company ¹¹	AFL	St. Louis, Mo.	17	24	1,164	^e Approximately 600 returned on the 19th.
Gaylord Container Corporation	AFL	St. Louis, Mo.	24	..	85	^f The curtailed production of butadiene, as the result of the strike, caused the suspension of operations at the Firestone Tire & Rubber Company's synthetic rubber plant for the balance of this month.
Gear Grinding Machine Company ¹²	CIO	Detroit, Mich.	4	13	650	^g Strike of 500 employees caused 7,000 other employees to be idle.
Goodyear Tire and Rubber Company, Inc. ¹³	CIO	Akron, Ohio	23	29	12,000	^h Strike of 20 maintenance workers forced 200 production workers to be idle.
Green Foundry Company	AFL	St. Louis, Mo.	10	11	140	ⁱ Strike of 300 employees made 6,700 others idle.
Herron-Zimmers Moulding Company	CIO	Detroit, Mich.	2	2	500	^j Men walked out again on the 17th when the management disciplined two of them for participating in the earlier strike.
Houdaille-Hershey Corporation ¹⁴	CIO	Detroit, Mich.	11	..	450	^k The strike also caused 2,100 employees of the Lincoln Motor Car Division to be idle. The workers were to return on April 23.
International Shoe Co. ¹²	CIO	Hannibal, Mo.	19	..	1,700	^l On April 10, 2,000 workers at the McGraw plant and 1,000 at the Plymouth gun plant joined the 2,000 who walked out at the Military Avenue on April 9. Also affected was one department of the Cadillac Division of General Motors Corporation which was forced to send 650 employees home because of lack of parts.
Kelsey-Hayes Wheel Company	CIO	Detroit, Mich.	9	19	5,000l	^m The Kelsey-Hayes strike by 5,500 employees caused 4,700 in other companies to be idle because of lack of parts.
Kelsey-Hayes Wheel Company ¹⁵	CIO	Detroit, Mich.	24	30	10,200 m	ⁿ Strike of 30 maintenance department workers made 800 other employees idle.
Laister-Kauffmann Aircraft Corporation ¹⁶	AFL	St. Louis, Mo.	16	17	n.a.	^o Strike of 25 employees made 425 other employees idle.
Laister-Kauffmann Aircraft Corporation ¹⁷	AFL	St. Louis, Mo.	19	..	150	^p Strike of 110 inspectors forced the management to send 4,850 other employees home.
Lakey Foundry & Machine Company	n.a.	Muskegon, Mich.	18	..	830n	^q Strike of 110 inspectors forced the company to send home most of the production workers.
Liggett Spring and Axle Company	n.a.	East Monongahela, Pa.	27	29	375	^r Strike of 3,300 caused the plant, employing 5,500, to close.
Lincoln Motor Company	n.a.	Detroit, Mich.	20	..	450o	^s Strike of 400 maintenance employees caused 6,100 other employees to be idle.
McConway & Torley Corporation	n.a.	Pittsburgh, Pa.	27	29	575	^t Strike of 180 employees caused 60 others to be sent home.
Michigan Die Casting Company	CIO	Detroit, Mich.	24	26	450	^u Strike of 200 employees forced the company to send home 250 other employees.
John Morrell & Company	CIO	Ottumwa, Iowa	5	10	3,000	^v 1,100 trucks were tied up.
National Tube Company	n.a.	Ellwood City, Pa.	19	20	60	^w Butchers operating meat departments in 140 stores.
Packard Motor Car Company	CIO	Detroit, Mich.	9	10	4,960p	^x Strike of the bus drivers tied up service which normally carries 35,000 to 45,000 passengers daily on eleven routes.
Packard Motor Car Company ¹⁷	n.a.	Detroit, Mich.	23	30	16,000q	^y n.a. Not available.
Penn Steel Castings Company	n.a.	Chester, Pa.	19	..	150	
Pennsylvania Salt Manufacturing Company	Ind.	Natrona, Pa.	24	..	200	
Pettibone-Mulliken Corporation	AFL	Chicago, Ill.	20	..	150	
Rosenthal Paper & Box Company	AFL	St. Louis, Mo.	17	18	100	
Royal Packing Company	AFL	St. Louis, Mo.	3	7	45	
St. Louis & O'Fallon Coal Company ¹⁸	AFL	St. Louis, Mo.	30	30	80	
Scaife Company	n.a.	Oakmont, Pa.	24	25	1,700	
Alexander Smith & Sons Carpet Company	CIO	Yonkers, N. Y.	10	11	5,500r	
Timken-Detroit Axle Company ¹⁹	CIO	Detroit, Mich.	3	9	6,500s	
United States Gypsum Company	CIO	No. Kansas City, Mo.	2	10	n.a.	
United States Rubber Company	CIO	Detroit, Mich.	9	11	240t	
Valley Shoe Corporation	AFL	St. Louis, Mo.	12	18	450u	
Westfield Manufacturing Company	n.a.	Detroit, Mich.	12	..	200	
Westinghouse Electric and Manufacturing Company	Ind.	East Pittsburgh, Pa.	27	30	600	
Miscellaneous						
Detroit & Cleveland Navigation Company ²⁰	n.a.	Detroit, Mich.	25	29	75	
Hotel Governor Clinton ²¹	AFL	New York, N. Y.	27	27	75	
The Perth Amboy Evening News	Ind.	Perth Amboy, N. J.	25	..	20	
Railway Express Agency	AFL	New York, N. Y.	18	19	8,000v	
Safeway Stores	n.a.	(22)	27	27	w	
St. Louis County Bus Company	AFL	St. Louis, Mo.	15	18	139x	

Kentucky, Indiana and Alabama—out of a total of 3,478 mines in the United States.

A few hours after the seizure of these

mines, the new contract was signed. The union succeeded on several points—practically full portal-to-portal pay, an increase

in vacation pay from \$50 to \$75, advances of 4 cents and 6 cents an hour for workers on the second and third shifts, the

supplying by operators of all necessary miners' tools and equipment, and special compensation for above-ground workers to equalize portal-to-portal pay.

The operators successfully fought off payment of the ten-cents-a-ton royalty demanded by the union, the furnishing of personal apparel and explosives without charge, and the exclusive purchase of union-made explosives.

The agreement calls for straight-time pay for seven hours, time-and-a-half pay for the eighth hour, and a flat rate of \$1.50 for the ninth hour. A fifteen-minute lunch period is included in the paid time. The new contract thus provides for an increase of approximately \$1.30 a day. Sixteen cents of the increase of 21 cents in the mine cost per ton will be added to the retail price. The WLB on April 23 approved the parts of the contract over which it had jurisdiction and the miners returned to work.

PACKARD FOREMEN

The National Labor Relations Board on March 26 directed that an election should be held at the Packard Motor Car Company in Detroit to determine if its supervisory employees wished to be represented in collective bargaining by the Foremen's Association of America. This directive opened the way for the recognition of foremen's unions as bargaining agents after it

had been denied them several years ago—the first step in a long process.

The balloting, which took place on April 17, with 1,315 supervisors eligible to vote, went 666 for representation or slightly more than 50%. However, 166 had their ballots challenged or discarded, and 59 did not bother to vote.

Recognition of foremen's unions by the NLRB forced the NWLB to decide what to do with the cases it had before them which concerned supervisory employees. On April 30, it dismissed ten cases which involved the unaffiliated unions FAA and the Wright Aircraft Supervision Association, both of which are for supervisors only. Employees in these cases will have to seek NLRB certification first, and have negotiations with the company before taking a dispute to the NWLB. Four disputes kept by the board involved unions affiliated with the CIO and AFL and composed of foremen and subordinates.

The managements of companies in which supervisors are seeking recognition of their unions as bargaining agents, especially Packard Motor Car Company and General Motors Corporation, have started campaigns of their own to counter those of the unions and to foster the idea among supervisors that they *are* part of management. Each point won by either side will doubtlessly be contested and carried to the highest authority.

MAINTENANCE STRIKE SETTLEMENT

Although the general interest of the public in a strike often subsides after the workers return to their jobs, the fundamental issues are very often only settled months afterwards. A strike of maintenance men in the Detroit area in the plants of various automobile companies during the fall of 1944 finally resulted in a partial victory for the workers when the WLB on April 20 directed an increase of five cents an hour in minimum and maximum rates. All workers were to maintain their same relative positions in the range.

The WLB investigated the complete wage situation of maintenance workers, who were asking an eleven-cent increase in minimum rates and a ten-cent increase in maximum rates. The strikers complained that the board had itself set up an inequitable relationship between tool and die workers and maintenance workers in 1942. The companies affected by the order were Chrysler Corporation, General Motors Corporation, Hudson Motor Car Company, Murray Corporation of America, and Packard Motor Car Company.

TELEPHONE WORKERS

The telephone strike is another instance of workers throughout an industry benefiting from a strike some time after it had occurred. In November, 1944, a large

WAGE-INCREASE ANNOUNCEMENTS¹, APRIL 1 to APRIL 30

Source: Daily Press and Various Periodicals

Company	Location	Amount of Increase	Number Affected	Remarks
Amertorp Corporation.....	St. Louis, Mo.	5¢/hr.	82	Plant guards
Champion Spark Plug Company.....	Detroit, Mich.	5¢/hr.	....	Spindle machine operators
Formica Insulation Company.....	Cincinnati, O.	10¢/hr.	1,500	
Jay-Dee Leather Products Company.....	Redwood City, Calif.	5¢/hr.	120	Apprentices
		10¢/hr.		Cutters
National Aluminum Cylinder Head Company...	Cleveland, O.	5¢/hr.	45	Guards, firemen, receptionists
New England Transportation Company.....	Connecticut, Rhode Island, Massachusetts	6¢/hr.	33	Mechanics and maintenance men
New York State employees.....	Albany, N. Y.	\$1,000/yr.	110	Supreme Court and other Justices of New York State
Picker X-Ray Corporation.....	Cleveland, O.	5¢/hr.	216	
Raybestos-Manhattan Corporation.....	Manheim, Pa.	5¢/hr.	1,000	Employees at United States Asbestos Division
Sears Roebuck and Company.....	Chicago, Ill.	1¢-5¢/hr.	7,847	
Southern California Edison Company.....	Los Angeles, Calif.	10¢/hr.	15	Janitors
		5¢/hr.		Maids
Southwestern Bell Telephone Company.....	Southwestern states	\$2-\$5/wk.	31,000	Nonsupervisory workers
Wilson & Company.....	Los Angeles, Calif.	\$2.32/wk.		City drivers
		\$4.32/wk.		Country drivers
5 automotive companies.....	Detroit, Mich.	5¢/hr.	30,000	Maintenance employees in 150 plants
8 film distributing companies.....	Philadelphia, Pa.	10%	150	Shipping, poster and inspection departments.
12 hotels.....	Detroit, Mich.	10¢/hr.	175	Retroactive to December, 1942
11 hotels.....	Detroit, Mich.	\$1.50-\$3.50/wk.	2,000	Elevator operators
8 hotels.....	Pittsburgh, Pa.	6½¢/hr.	1,850	30 classifications
56 motion picture theaters.....	St. Louis, Mo.	\$11.25/wk.		Service employees
175 textile shops.....	New York City	\$2/wk.	66	Stagehands
54 textile firms.....	Entire country	5¢/hr.	700	
			50,000	

¹Includes salary-increase announcements.

number of telephone operators of the Ohio Bell Telephone Company in Dayton went on strike because they objected to the transfer of out-of-town workers to their city and payments averaging \$18.25 a week made to them for living expenses. This group was joined by operators in twenty-seven other communities as well as maintenance workers in several cities. The panel set up by the WLB to investigate wages in the telephone industry resulted in recommendations which have been instrumental in raising wages of employees in several companies.

By June 1, the Ohio Bell Telephone Company must stop making living expense payments to the operators they transfer unless it can establish proof that without it adequate telephone service could not be maintained. Operators received increases of \$3.00 a week in range minimum rates and \$3.50 in range maximum rates, together with a reduction in their progression schedule to eight years from ten years. Operators in other companies and maintenance workers as well have benefited.

MARY A. WERTZ
Division of Labor Statistics

Birthday Greetings to Soldiers and Sailors

Birthday cards are now being sent to all service men and women employees of the Metropolitan Life Insurance Company. The card is decorated with the crossed flags of the country and the company and is signed by the company president.

A Gift to the Veteran

The veteran returning to Servel, Inc. receives an honorable discharge case. The folder is of brown leather with space for discharge papers, ribbons and awards, and a frame for his photograph in uniform. The veteran's name is stamped on the cover in gold and the name of the donor, the "Servel Employees Association and Management," is inscribed on the back.

Bonus for Veterans

In 1942, O. F. Mossberg & Sons, Inc., firearms manufacturers, set up a plan to provide bonuses for employees discharged from the Armed Forces. The company contributes \$10 a month for each inducted employee who had been with the company six months or less, plus \$1 for each year of service. A \$50 war bond was added at Christmas. The funds accumulated to

the employee's account were invested in \$100 Series G bonds.

The fund has grown to \$28,138. Already eight of the ninety-seven employees have returned to work and in the aggregate have received \$1,546. If the employee dies in service, his estate receives the money.

Management Book Shelf

Management at the Bargaining Table.
By Lee H. Hill and Charles R. Hook, Jr. New York and London: McGraw-Hill Book Company. \$3.00.

Much of the thinking of the authors of this controversial book is expressed in the introduction which states, in part: "More fundamental than the breakdown of the rights of the parties to the collective-bargaining agreement must be their determination to make collective bargaining a constructive force in employer-employee relations. However, if management does not retain the authority and rights that it needs to manage the enterprise it can no longer effectively participate in the collective-bargaining process."

Mr. Hook and Mr. Hill have analyzed many collective-bargaining practices from the point of view of a section of American management. It may be questioned, however, whether the wording of contract clauses, make for sound collective-bargaining relationships by themselves. Much is being written and said these days about functions of unions and management, but, what really matters, in the opinion of this reviewer, is not whether unions participate in all decisions governing work rules but whether the unions have the right to appeal decisions they think unjust through grievance and arbitration procedures.

In discussing the closed-shop issue, the authors seemingly have in mind the millions of workers organized within the last decade in mass-production industries and the industrialists in these industries who do not believe that they should become a party to forcing workers' continuance in unions. In contrast, workers in many craft unions have been under closed-shop conditions for many years, and it is an accepted practice by industrialists in these industries to accept the closed or union shop. Actually, although some employers oppose the closed shop, some are just as staunchly in favor of it as are the workers.

Prejudices regarding closed-shop and union-shop clauses are deep rooted, and unless some understanding can be reached this issue will cause a lot of strife in the future just as it has in the past.

"Management at the Bargaining Table" indicates many types of contract clauses and analyzes the clauses from the point of view of two men who are continually on the labor-relations firing line. More analysis of collective bargaining by industry and labor leaders, no matter how far apart, will help to narrow the gap that exists between industry and labor today. A.A.D.

Industrial Ophthalmology. *By Hedwig S. Kuhn, M. D. St. Louis: The C. V. Mosby Co., \$6.50.*

Dr. Kuhn presents many varied visual problems which confront the industrial ophthalmologist today and offers practical suggestions for their solution.

Stress is placed upon the need for visual job analysis and visual testing procedures in order to assure satisfactory placement for the worker. A chapter devoted to eye protection contains information concerning types of goggles available, their materials and workmanship, and suggestions for formulating a goggles program.

Dr. Albert Snell has contributed one chapter to the book covering in detail industrial eye injuries caused by solid bodies. Included in this chapter are first-aid instructions for the care of eye injuries and a description and classification of these conditions.

Recent developments relating to some of the many eye problems in industry are presented. The book is extensively illustrated and has a wealth of information which should be of value to industrial ophthalmologists and nurses. E. M. S.

How We Live. *By Fred G. Clark and Richard Stanton Rimanoczy. New York: D. Van Nostrand Company, Inc., 250 Fourth Avenue. \$1.00.*

This book explains in the simplest of terms the interrelation of the various parts of our economy. Many graphs and pictures help the authors to carry out their purpose of providing a common ground of understanding for all Americans interested in the intelligent solution of postwar problems. One of the means to this end is the use of a-b-c terminology in describing the integral parts of the body economic. E. B. D.

Management Reading

"Vocation Guidance for Young Persons in Sweden," *International Labour Review*, April, 1945. Vocational guidance is definitely tied up with industrial and labor relations dur-

ing both war and peace. Oftentimes individuals who are trained to perform certain jobs drift into wrong occupations for their particular abilities because they do not get the right type of guidance when they begin to look for jobs. This article contains earthy suggestions regarding methods of vocational guidance, and indicates what Sweden is doing in this field. A.A.D.

"Strike Profiles," by John V. Spielmans, *Journal of Political Economy*, December, 1944. A scientific paper dealing with strikes and their pattern. Workers involved in strikes and the methods of settlement are indicated, along with issues in dispute that resulted in strikes. Strikes in the United States, Great Britain, Canada, Sweden and Norway are compared. A.A.D.

"Workers Like a Pat on the Back," by Lewis A. Lincoln, *Nation's Business*, May, 1945. The title of this article explains what the author, "a business paper editor," advocates. Nevertheless, pat-on-the-back attitudes are not the entire answer to good employer-employee relationships. The paternalism of an employer that takes the shape of a party and a pat on the back can be worthless when there is fric-

tion between a line supervisor and his production employees. Yet a good cordial relationship between management representatives and employees always helps if it is tied up with a real desire by both parties to learn more about the others' problems. A.A.D.

"Developing Executive Leadership," by Gertrude H. Sykes, *Executives' Service Bulletin*, March, 1945. An unusual, proved approach to the universal problem of developing qualities of leadership among existing supervisors and executives. The questions used in the method are copyrighted by Charles C. Stech.

"Psychological Aspects of Training," by Guy B. Arthur, Jr., *Executives' Service Bulletin*, March, 1945. An analysis of the "learning side" of the training procedure which was found important in developing effective training programs at the American Thread Company.

"What Makes a Disgruntled Salesman? Prize Letters Give 12 Answers," *Sales Management*, May 1, 1945. A summary of the replies of the entries of a contest sponsored by the magazine, along with the twelve prize-winning contributions.

"The Value of Aptitude Tests for Factory Workers in the Aircraft Engine and Propellor Indus-

tries," by John T. Shuman, *Journal of Applied Psychology*, April, 1945. A description of the investigations involved in determining the validity and reliability of a number of tests at the American Propellor Corporation. The five standard tests used in the investigation are given, in the order of effectiveness.

"The Foreman: Master and Victim of Double Talk," by F. J. Roethlisberger, *Harvard Business Review*, Spring Number, 1945. An analysis of the underlying reasons for dissatisfaction among foremen, along with a number of suggested solutions.

"Salaries in the Safety Department," *Industrial Relations*, April, 1945. Salaries paid executives charged with the safety of employees in small, medium-sized and large plants. Data were compiled in an investigation conducted by The Dartnell Corporation. The article is one in a series on salaries of employees in industrial relations or personnel departments.

"Tomorrow's Counselor," by H. W. Wedaa, *Personnel Journal*, April, 1945. Suggested educational background and essential qualifications for persons wishing to take up industrial relations counseling. Selected readings are listed. S.A.R.

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